

GALLUP®

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SURVEY OF PUBLIC OPINION OF THE U.S. POPULATION WORKING RIGHTS



Submitted to:

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TECHNICAL PAGE AND GLOSSARY OF TERMS

DATA ANALYSIS

All of the data in the report was analyzed using SPSS Survey Reporter. Comparisons between demographic groups and between categories were computed at a 95% confidence interval. All statistically referenced differences are statistically significant at the $p < .05$ level. All whole percentages were rounded up. All results reflect correlated relationships and should not be interpreted as causality.

DESCRIPTION OF TERMS USED

ACCESS: Access was used to describe the worker's ability to readily get information on health and safety protections and wage and hour provisions from their employer or some other source. It was assessed by examining the worker's reported access to employer-provided resources as well as alternate mechanisms and sources of information other than those provided by an employer.

EDUCATION: Education was used to describe the role and frequency of employer-provided education to workers on their protections against health and safety risks and provisions for wages and hours. This measure was based on self-reported responses on whether an employer is providing education *on a regular basis*, an *as needed basis*, *only when a new employee is trained*, or *not at all*.

EDUCATION LEVEL: This is the respondent's self-reported highest level of educational attainment (i.e., high school diploma, college degree, etc.).

EXPERIENCE: Experience with a health and safety risk or wage and hour violation was determined by an individual worker's self-reported experience with specific health and safety risks and wage and hour violations regardless of whether that violation happened to them personally or if they knew of it happening to someone else.

FORMAL REPORTING: Reporting was determined based on whether or not the respondent indicated he or she reported his or her experience with the workplace violation to a supervisor, employer, or some other entity with the authority to do something about it (i.e., OSHA, WHD, or State/Federal Government). This was based on those who first indicated they had an experience with a violation regardless of whether that violation occurred to them or someone they knew.

LIKELY TO REPORT: An individual worker's likelihood to report a health and safety or wage and hour violation in the future was measured using a series of scenarios and asking the worker on a 5-point scale how likely to he or she would be to raise a concern about the health and safety or wage and hour problem. Those who reported a "5" on all the scenarios were grouped and classified as those most likely to report or "extreme likelihood of reporting."

MANAGEMENT: This term was used to classify all individuals who self-reported they were either in lower, middle, or upper management roles where they work.

NON-MANAGEMENT: This term was used to classify all individuals who self-reported they were not in a management role where they work.

OSHA PRIORITY WORKPLACES: This is comprised of workers who indicated they work in environments where:

1. There are chemicals, dust or hazardous materials
2. There are employees who regularly work from heights or on ladders
3. There are employees who regularly work around equipment or machinery with moving parts.

WHD PRIORITY INDUSTRY: WHD's priority industries are industries that have historically high non-compliance rates.

WORK: This term was used to classify what sector a respondent worked in. This was based on an individual's self-reported sector among Federal government, State government, private sector, non-profit, or other sector. For analysis, Federal and State sectors were compressed into one category as well as those listed as non-profit or other.

WORK TYPE: The following industries were groups and classified as follows:

CLASSIFICATION	INDUSTRIES
Blue Collar	Automotive/Mechanic; Armed Forces, Firefighter/Police officer; Agriculture/Forestry/Fishing and Hunting; Mining, Quarrying, and Oil and Gas Extraction; Utilities; Construction; Manufacturing; Transportation and Warehousing; Healthcare and Social Assistance; Accommodation and Food Services
White Collar	Legal professional/Lawyer/Judge; Wholesale Trade; Retail Trade; Information; Finance and Insurance; Real Estate and Rental and Leasing; Professional, Scientific, and Technical Services; Management of Companies and Enterprises; Administrative and Support and Waste Management and Remediation Services; Educational Services; Arts, Entertainment, and Recreation; Other Services; Public Administration

1.0 WRAAK EXECUTIVE SUMMARY

INTRODUCTION

The WRAAK Index measures the rights of the U.S. working population through a new research study highlighting the Department of Labor's (DOL) outcome of "Worker's Rights: Access, Assertion, and Knowledge", or WRAAK. The WRAAK index is a validated metric that gauges the level of a worker's ability to raise a concern about his or her rights in the workplace without fear of reprimand. This measure tells us that nearly one-third of the working population has low WRAAK. This indicates that they lack both confidence in their own ability to exercise their worker rights and their employers' efforts to protect those rights. Although this is a wide-ranging issue, with populations of low WRAAK evident in all demographic groups and across industries, findings suggest that there is much to build on. Nearly one-quarter of the working population have high WRAAK—higher among those who receive education from their employers.

Employees can use WRAAK findings to compare themselves against their demographic and industry peer groups. The U.S. working population can learn what reasonable expectations they can and should have of themselves and their employers to be empowered in their workplaces. In the course of this research, we learned that employees with more education, training, and access to information on their rights as workers have higher WRAAK. Higher WRAAK is correlated with an overall better work environment—specifically with employee retention, satisfaction with employers, and perceptions of employers as trustworthy.

Employers can use WRAAK findings to compare their workplaces against national averages and industries. They can use these scores to determine what issues exist in their workplaces and where to devote resources to improve employee WRAAK. Employers want employees with high WRAAK, because those employees are more responsible, more likely to report potential Occupational Safety and Health Administration (OSHA) and Wage and Hour Division (WHD) concerns, and they help keep the workplace safe and productive. Workers with high WRAAK are also more likely to plan to stay with their employers, increasing retention and reducing employer costs.

The DOL can use WRAAK to gauge and evaluate the effects of worker rights related to outreach and education efforts, rank workplaces and industries, as well as use it to help determine where the department can target its limited resources.

The study provides findings from a nationally representative 2013 survey that focused on overall workers' education, experiences in the workplace, workplace environment, and issues specific to DOL OSHA and WHD. The study population was randomly assigned to answer overall questions and either the OSHA module of items or the WHD module of items. Special populations of minority women were oversampled to allow for additional analyses.

WRAAK INDEX

Construction. The WRAAK index is made up of two subindices. The first sub-index is *perceived individual WRAAK*. For these items, respondents reported on their own roles in WRAAK. The second sub-index is *perceived workplace WRAAK*. This index includes items on which respondents reported on their perception of their employers' support for their WRAAK. Each sub-index is weighted equally. Although measuring similar constructs, the sub-index items best sorted into separate measures with Cronbach's Alpha's of 0.81 for perceived individual WRAAK and 0.78 for perceived workplace WRAAK. Items omitted from the indices did not aid in defining the concepts of perceived individual and perceived workplace WRAAK.

Perceived individual WRAAK. Eight items are used in the perceived individual WRAAK index. A positive response to each item increases a worker's perceived individual WRAAK measure, yielding a range of scores from 0 (responding negatively to all eight items) to 100 (responding positively to all eight items). In total, 26% of the

population was categorized as having low perceived individual WRAAK, 36% as having medium perceived individual WRAAK, and 38% as having high perceived individual WRAAK.

Perceived workplace WRAAK. Five items are used in the perceived workplace WRAAK index. A positive response to each item increases an individual's perceived workplace WRAAK measure, yielding a range of scores from 0 (responding negatively to all five items) to 100 (responding positively to all five items). In total, 23% of the population was categorized as having low perceived workplace WRAAK, 51% as having medium perceived workplace WRAAK, and 27% as having high perceived workplace WRAAK.

Combined overall WRAAK. WRAAK is calculated by combining the categories (not total numeric score) of the perceived individual WRAAK sub-index and the perceived workplace WRAAK sub-index. The overall index is created by examining each sub-index classification (high, medium, and low) and then combining them into four overall classifications (high, medium high, medium, and low). The low overall WRAAK category includes individuals who scored low on both subindices, or scored low on one sub-index and medium on the other sub-index—32% of the working population. The medium overall WRAAK category includes individuals who scored medium on both subindices, or who scored high on one sub-index and low on the other sub-index—28% of the working population. The medium high overall WRAAK category includes individuals who scored high on one sub-index and medium on the other sub-index—17% of the population. The high overall WRAAK category includes individuals who scored high on both subindices—24% of the population.

Index validation. Decision tree analysis provided a graphical classification model that was used for validating categories. The model classified cases into groups based on predicted values of the dependent (target) and independent (predictor) variables. This analysis yielded three groups (high, medium, and low) for perceived individual WRAAK and perceived workplace WRAAK. The categories were further validated by statistically comparing the individual scores for each sub-index against three outcome measures and using statistical differences between scores to determine cut points for each category. To provide face validity for the subindices, each was compared against expected outcome measures. Satisfaction with one's employer was strongly correlated with high levels of WRAAK. Both perceived individual and perceived workplace WRAAK were connected with greater levels of general loyalty with the current employer. Overall satisfaction, employee advocacy, and intent to stay with an employer progressively increased with higher levels of WRAAK.

Impact of WRAAK. The overall WRAAK index measures perceived realities in the workplace. When examined across a variety of factors, WRAAK differentiates between high and low categories on a number of workplace issues. Satisfaction with one's employer is greater in higher WRAAK categories. Recommending an employer to others increases with higher WRAAK categories. Employers are seen as open and honest among the higher WRAAK categories. Retention increases with higher WRAAK, as fewer employees report they are likely to leave their employers. Likelihood to report future health and safety or wage and hour violations is greater among higher WRAAK employees. Experience with violations is associated with WRAAK, as those with lower WRAAK are significantly more likely to have experience with a past violation either themselves or through knowing someone else who has. Employees with access to information about their WHD or OSHA rights were significantly more likely to have higher WRAAK.

WRAAK demographics. There were no significant gender differences on WRAAK. Regarding age, middle-aged adults (30- to 54-year-olds) were significantly more likely to have lower WRAAK than young adults (18- to 29-year-olds). When examined by race, Hispanic and Asian workers were significantly more likely than White workers to have low WRAAK. Those with a high school or less education were significantly more likely to have high WRAAK than the college graduate or more education population. When examined by industry, there were no significant blue collar/white collar differences on WRAAK. Regarding union membership, those in unions were significantly more likely to have medium WRAAK, but did not differ from the non-union population on high or low WRAAK. Finally, there were some differences among managers and non-managers—managers have higher WRAAK than those not in management. WRAAK increases with upper management.

NATIONAL WRAAK STUDY FINDINGS

In total, 5,429 working adults were included in the current study. All of these individuals were asked items to determine their WRAAK scores. They were also asked additional items about their experiences with wage and hour or health and safety violations, education, and reporting.

Experience with violations. Prevalence of violations in the workplace differ, with more American workers indicating they have had an experience with health and safety violations compared with wage and hour violations. Workers who reported that they had no experience with a workplace violation were significantly more likely to have high WRAAK. Additionally, blue collar workers were significantly more likely to have experience with a violation (60%) versus no experience with a violation (48%).

Past reporting and future reporting. Overall, working adults were much more likely to say they would report future health and safety violations than wage and hour violations. Workers who had formally reported a violation in the past were significantly more likely to say they would report future violations than those who did not formally report a violation. In total, 57% of workers indicated they had reported a violation to a formal entity including both health and safety violations reporting (62%) and wage and hour violations reporting (50%).

Education on rights. One-third of the adult workforce (33%) reported being educated on their rights and protections by their employers on a regular basis, with 16% saying they received no education at all. Blue collar workers were significantly more likely to receive regular education than white collar workers. Hispanic workers were significantly more likely to report they received no education than regular education or education as needed.

Access to information. A majority of the U.S. adult workforce reported getting worker rights information from their employers (85%) through websites, employer training, or, most commonly, posters (75%) in the workplace. Employees who reported having access to information on their rights as workers were significantly more likely to work where they were covered by a union.

OSHA KEY FINDINGS

From the overall national study, 2,755 U.S. workers were randomly assigned to the OSHA module of questions. These questions included knowledge of OSHA problems, workers' OSHA rights, and workers' reporting of OSHA concerns, among other topics.

Almost half of the American workforce (47%) reported experience with a health or safety violation, either through direct experience, knowing someone else who experienced it, or knowing about a potential risk. Experiencing a violation was associated with low WRAAK. WRAAK was further impacted among those with experience with a violation and not formally reporting the experience. Of those who did formally report a violation, most (90%) said no one was punished for reporting it. The majority of American workers said they are extremely likely to report future health and safety violations. To be an effective reporter, workers need to know what to do. Workers with access to information on their health and safety rights were significantly more likely to report a future violation compared with those without access. Most working adults get information about their health and safety rights from employer-supplied resources.

Experience with violations. Nearly four in 10 (37%) U.S. workers reported knowing about a possible health or safety risk at their workplace. Thirteen percent reported that they have been injured or gotten sick because of conditions at their workplace and 31% said that they knew someone else who has been hurt or gotten sick because of workplace conditions. Past experiences with health or safety violations were associated with lower WRAAK. Workers who have experience with a violation were also significantly more likely to be covered by a union. Workers employed in workplaces with potentially hazardous situations or materials were significantly more likely to have experience with a health or safety violation than those not employed in such workplaces. In general,

workers at priority job sites (58%) were significantly more likely to have experience with health and safety violations than those who work elsewhere (25%).

Past reporting and future reporting. Workers who formally reported health or safety violations were significantly more likely to have lower WRAAK. Blue collar workers were significantly more likely than white collar workers to have formally reported a violation. Formally reporting a violation did not have an impact on a respondent's likelihood to report a future violation. Of those who reported a health or safety violation, 90% said no one was punished, disciplined, fined, or fired for the reporting. Workers who reported having access to information on their health and safety rights were significantly more likely to report a future health or safety violation. For reporting, respondents did not differ widely in regard to work type, union status, or management status. However, of workers who indicated they were not extremely likely to report a future violation, 66% were paid hourly—significantly higher than the 56% who were extremely likely to report a health or safety violation. Of those with access to health and safety protections information, 73% were extremely likely to report a future violation compared with 62% who would report when there was no access.

Education on rights. Regular education on OSHA regulations was associated with higher WRAAK. Half of the population (51%) are educated on OSHA-related issues on a regular basis. One-quarter (24%) are educated as needed. Fifteen percent are only educated as new employees, and 10% receive no education at all. Workers in priority workplaces were significantly more likely to be educated than those who work in other areas. Knowledge was related to workplace education. Employees educated on a regular basis were significantly more likely to have high OSHA knowledge than those educated at any other frequency. Workers who receive regular education were significantly more likely to have formally reported health or safety violation than those who receive no education.

Access to information. Most workers receive access to information about health and safety rights from their employer through posters in the workplace (82%). Training (65%) and employer-provided resources and websites (70%) were other popular sources. Non-employer-provided resources most often came from the Internet (44%), from OSHA (43%), or from another government agency (27%). Of union members, 61% receive access through their union representative. Working adults who do not have access to OSHA-related information were significantly more likely to have lower WRAAK. Additionally, those with access were significantly more likely to formally report a future health or safety violation than those who do not have access. Workers who have no experience with a health or safety violation and have access to OSHA materials were significantly more likely to report than those who have experience with a violation but do not have access.

Priority workplaces. Workers in priority workplaces were significantly more likely to have experience with a violation than those in non-priority workplaces. For example, 46% of those in priority workplaces have known about a possible risk (vs. 18% non-priority), 18% have been injured (vs. 5% non-priority), and 40% have known someone else who has been injured (vs. 12% non-priority). WRAAK did not differ in priority workplaces compared with non-priority workplaces. Workers in high priority workplaces were significantly more likely to report receiving education on a regular basis (57% vs. 38% non-priority).

WHD KEY FINDINGS

From the overall national study, 2,674 U.S. workers were randomly assigned to the WHD module of questions. These questions included knowledge of WHD problems, workers' WHD rights, and workers' reporting of WHD concerns, among other topics.

Experience with violations. Roughly one-quarter (26%) of the working population has experience with a wage and hour violation personally or through someone they knew. The most commonly reported violation was working off the clock and through breaks (15%). Not being paid overtime (14%), not being paid what an employer promised (10%), and not being paid at all (9%) were all reported as well. There were several negative associations with experience with wage and hour violations. First, workers who had experience with a violation were significantly less likely to report a future violation. Second, experience with a wage and hour violation was

associated with lower WRAAK. Third, salaried employees and non-union members were significantly less likely to have experience with a violation. Hispanic workers were significantly more likely than White and Asian workers to be paid less than minimum wage or not be paid for a day of work.

Past reporting and future reporting. Those who formally reported a wage and hour violation were significantly more likely to be blue collar and hourly employees. Union membership, management status, income, tenure, and company size did not fluctuate significantly between those who formally reported and those who did not. Those in priority industries were significantly more likely to have formally reported a wage and hour violation (58% vs. 42% non-priority workplaces). There were also significant differences between groups on likely future reporting. White workers and workers with some college education were significantly more likely to report future violations. Hispanic workers and college-educated workers were significantly less likely to report in the future. There were no reporting differences by gender or age. Hourly workers and employees at private companies were significantly more likely to formally report future violations. There were no significant differences in future likelihood to report by work type, management status, union status, income, or company size.

Education on rights. Fewer workers receive regular education on WHD rights (13%) compared with OSHA rights (51%). Although, 29% receive education as needed and 35% are educated when they are hired as new employees. Nearly one-quarter (23%) of American workers did not receive any education on wage and hour protections from their employers. Regularly educated employees were significantly less likely to have experience with a violation and significantly more likely to formally report a future violation. High WRAAK workers were significantly more likely to be educated on a regular basis, while low WRAAK workers were significantly more likely to not be educated at all.

Access to information. Most employees receive access to information on their WHD rights through their employers with the most common method being posters (69%). Other employer-provided resources (57%) and employer-provided training (38%) were other forms of access. Among non-employer-provided access, the Internet was the most common source (38%), followed by WHD (27%), other government agencies (18%), and community sources (8%). Among union members, 76% received information from their union representative. Workers without access were significantly more likely to have low WRAAK. Union members and those in management positions were significantly more likely to have access to information on their wage and hour rights. There were no significant differences in access by work type, pay type, income, or tenure.

VULNERABLE POPULATIONS

Several special populations were examined during this study. These include comparing blue collar and white collar industries; examining the differences between union members and non-union members; examining priority workplaces; and looking at racial and ethnic distinctions, specifically in how these impact women of color. Finally, gender differences and age and tenure were explored. The following provides key findings among the groups.

Blue collar. Blue collar workers were significantly more likely to have experience with a violation, formally report it, and receive education on a regular basis compared with white collar workers. There were no WRAAK differences between blue and white collar workers. Blue collar workers were significantly more likely to report not being paid what their employer promised, and not being paid minimum wage.

Union membership. Union workers were significantly more likely to have experience with a workplace violation. Union members were significantly more likely than non-union members to not be paid what an employer promised. Union members were also significantly more likely to report not being paid overtime and not being paid for a day of work. Union members have higher OSHA knowledge and were significantly more likely to receive regular education on rights, but they were no more likely to formally report violations.

Priority workplaces. WRAAK did not differ among priority workplaces; however, those in priority workplaces were significantly more likely to have experience with a health or safety violation. Priority workplace workers were significantly more likely to be educated on a regular basis.

African Americans. The majority of differences found among African American workers were between African American women and White women. African American women were significantly more likely than White women to say they are *extremely likely* to leave their employers, not recommend their employers to others, and significantly less likely than White women to report they have input in decision-making and less likely to agree that their supervisor supports them.

Hispanics. The majority of differences found among Hispanic workers were between Hispanic and White populations. Overall, Hispanic workers were significantly more likely than White workers to express an intention to leave their employers, to have been injured or gotten sick at work, or to report working off the clock, not getting paid for a day or more of work, or receiving less than minimum wage. Hispanic women were significantly less likely than White women to say they have input in decision-making, to know enough about their rights to recognize problems, to say they can get information on their rights, and to raise a concern about a violation in the future. Hispanic men were significantly more likely than White men to report having known about a possible health or safety risk.

Asians. The majority of differences found among Asian workers were between Asians and races of other women and men. Asian women were significantly less likely than White and African American women to report that they know enough about their rights to recognize problems or to say they can get information on rights. Asian men were significantly more likely than White men not to recommend their employers to others and were significantly less likely than White and African American men to say they will not leave their employers or that they can get information on their rights. Asian men were significantly more likely than White and African American men to report they know enough about their legal rights to recognize a problem.

Gender. There were no significant gender differences in reported WRAAK; however, men and women have different work experiences. Men were significantly more likely than women to have experience with a wage and hour violation and not be paid what an employer promised. Men have higher OSHA and WHD knowledge and report more experiences with health and safety and wage and hour violations.

Age and tenure. Young people (18- to 29-year-olds) were significantly more likely to have experience with a wage and hour violation. Women 55 and older have feel they have less input in decisions affecting their work, compared with 18- to 29-year-old and 30- to 44-year-old women. Workers on the job five years or more were significantly more likely to have experience with a health or safety violation but not a wage and hour violation.

SURVEY METHODS

Survey population. The study population included currently working adults (aged 18 and older) residing in U.S. households in any of the 50 states or the District of Columbia. The study included those working full time and part time, omitting those self-employed. The study utilized a household-based RDD (Random Digit Dial) telephone survey. Landlines and cell phones were included in the telephone sample. Nationwide, 5,429 interviews were completed. The main RDD study totaled 4,007. The working minority women (Hispanics, Asians, African Americans, or American Indians) oversample totaled 1,422. The population was geographically stratified into four census regions (Northeast, Midwest, South, and West) and proportional sampling allocation was carried out in each region. A 5 + 5 call design was used for the study where up to five calls were made to establish human contact and up to another five calls were made to complete an interview.

Survey instrument. The survey consisted of a core set of questions followed by two separate modules of questions for OSHA and WHD—in which specific questions about each agency were included. Respondents

answered the core questions, then were randomly assigned to the WHD or OSHA module by CATI (Computer-Assisted Telephone Interviewing)-based software.

Data analysis. Weighting was completed to adjust for (i) unequal probability of selection in the sample and (ii) nonresponse. Post-stratification weighting was used to project the weighted numbers to known characteristics of the target population. Data were analyzed using SPSS Reports for Surveys, and comparisons were conducted at a 95% confidence interval, with significance reported for findings at the $p < .05$ level or greater.

2.0 INTRODUCTION

DOL's working definition of WRAAK in the workplace is the "worker's ability to access information on their rights in the workplace, their understanding of those rights, and their ability to exercise those rights without fear of recrimination." In 2010, the department commissioned a research study to evaluate the current level of workers' WRAAK nationally and to examine the factors affecting it as it related to the laws administered and enforced by DOL's OSHA and WHD.

For the study, the survey consisted of a core set of questions followed by two separate modules of questions—one each for OSHA and WHD—with specific questions about each agency. All respondents received the core set of questions and then were randomly assigned to one or the other module. The random assignment of questions to one or the other module was conducted using computer-assisted telephone interviewing (CATI) software called Survent.

3.0 WRAAK INDEX

The WRAAK index is made up of two sub-indices. The first sub-index is **Perceived Individual WRAAK**. These are items where the respondents reported on their own roles in WRAAK. This included eight items: Q4, Q5, Q7, Q11, Q13, Q15, Q17, and Q18 (See Appendix B for question wording). The Cronbach's Alpha for these eight items is 0.81. The second sub-index is **Perceived Workplace WRAAK**. This index includes items where the respondents reported on their employer's support for their WRAAK. This includes five items: Q6, Q8, Q10, Q14, and Q16 (See Appendix B for question wording). The Cronbach's alpha for this sub-index is 0.78. The overall WRAAK index was calculated based on categorical classifications from the Perceived Individual WRAAK and Perceived Workplace WRAAK sub-indices. Items omitted from the indices did not aid in defining the concepts of Perceived Individual and Perceived Workplace WRAAK.

3.1 SUB-INDEX CALCULATION

Two metrics were used to create the categorical classifications (high, medium, and low) for both Perceived Individual and Perceived Workplace WRAAK. First, a decision tree analysis was applied to each sub-index (target) variable using three independent (predictor) variables measuring job satisfaction—job satisfaction, employer advocacy, and an individual's likelihood to leave his or her job.

PREDICTOR VARIABLES

- Using a five-point scale, where 5 means extremely satisfied and 1 means not at all satisfied, please rate your overall satisfaction with your current employer. (**Overall satisfaction**)
- Using a five-point scale where 5 means extremely likely and 1 means not at all likely, how likely are you to do each of the following: Recommend your employer to your family and friends as a great place to work. (**Advocacy**)

- Using a five-point scale where 5 means extremely likely and 1 means not at all likely, how likely are you to do each of the following: Choose to leave your employer to work someplace else. (**Likelihood to stay**)

The decision tree analysis created a graphical classification model that was used for validating categories. The model classified cases into groups or predicted values of the dependent (target) variable based on values of independent (predictor) variables. This analysis yielded the groups (high, medium, and low) found in Table 1 for Perceived Individual WRAAK and Table 2 for Perceived Workplace WRAAK. Subsequently, the frequencies of each sub-index score were statistically compared against each of the three independent outcome variables. The index scores were compared to the overall mean as well as the extreme response (e.g., extremely satisfied) to help determine the index classifications. When analyzing the results for both Perceived Individual and Perceived Workplace WRAAK, the classifications from the decision tree were confirmed by the secondary analysis based on the frequency distribution.

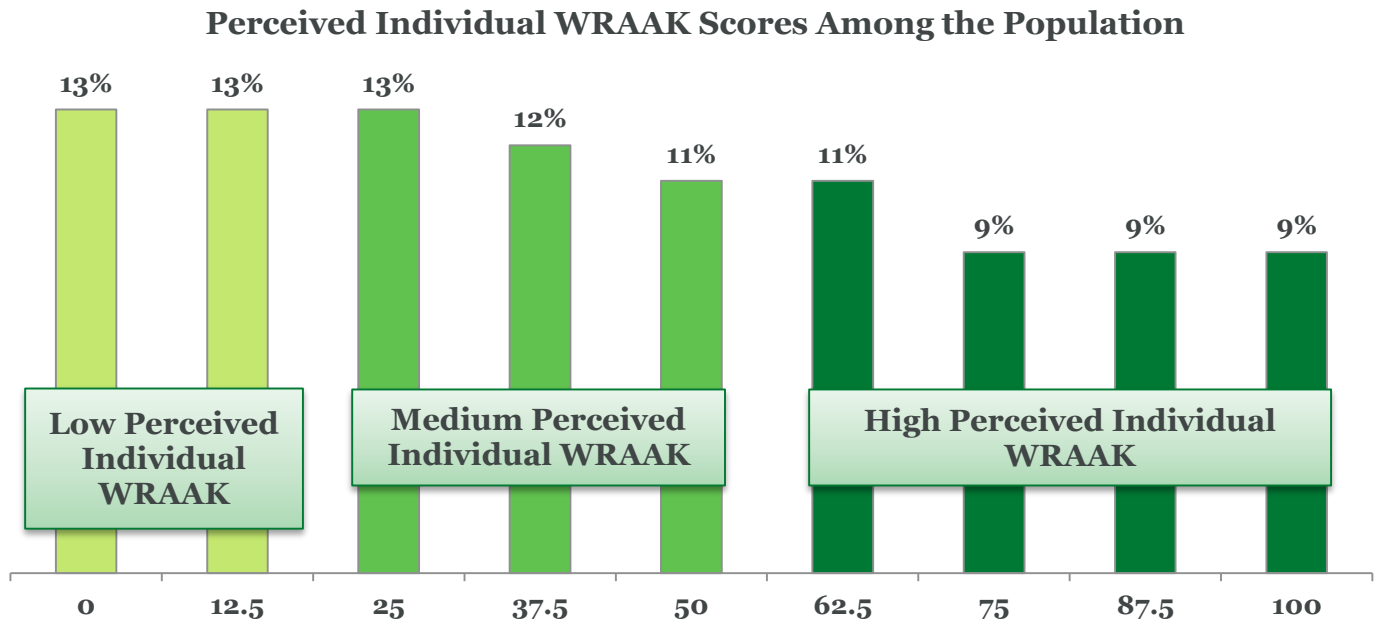
PERCEIVED INDIVIDUAL WRAAK SUB-INDEX

The decision tree results for the Perceived Individual WRAAK index produced up to five groups based on the three predictor variables. The results were analyzed to determine the final classifications of scores on a scale of 0 to 100 into high, medium, and low. The final classification assigned the scores of 0 and 12.5 into the **low category**, the scores of 25, 37.5, and 50 into the **medium category**, and the scores of 62.5, 75, 87.5, and 100 into the **high category**. When the mean and the extreme responses (e.g., extremely satisfied) for the three predictor variables to the perceived individual WRAAK index were examined, the categorical classifications yielded consistent results from the decision tree analysis. This suggests that workers with Low Perceived Individual WRAAK were less likely to be satisfied with their employers or recommend their employers, and more likely to plan to leave their employers than workers with Medium Perceived Individual WRAAK or workers with High Perceived Individual WRAAK (Table 1). The underlying analysis confirmed the final three categories as the best fit for the Perceived Individual WRAAK sub-index.

Table 1: Means and Extreme Responses for Three Outcome Measures on Perceived Individual WRAAK Sub-Index Scores

		Perceived Individual WRAAK Sub-Index Scores									
Outcome Items		0	12.5	25	37.5	50	62.5	75	87.5	100	
Overall Satisfaction With Your Current Employer	Mean	3.4	3.4	3.7	3.8	4.2	4.3	4.6	4.6	4.8	
	Extremely satisfied	7%	13%	18%	25%	40%	52%	64%	69%	87%	
Recommend Your Employer as a Great Place to Work	Mean	3.1	3.1	3.3	3.6	4.0	4.2	4.5	4.5	4.9	
	Extremely likely	6%	14%	20%	28%	41%	54%	65%	69%	88%	
Choose to Leave Your Employer to Work Someplace Else	Mean	2.7	2.9	2.7	2.6	2.3	2.0	1.8	1.7	1.5	
	Not at all likely	25%	23%	32%	34%	42%	52%	62%	65%	78%	
Sub-Index Categorization		LOW			MEDIUM			HIGH			

Figure 1: Final Distribution and Categories of Perceived Individual WRAAK



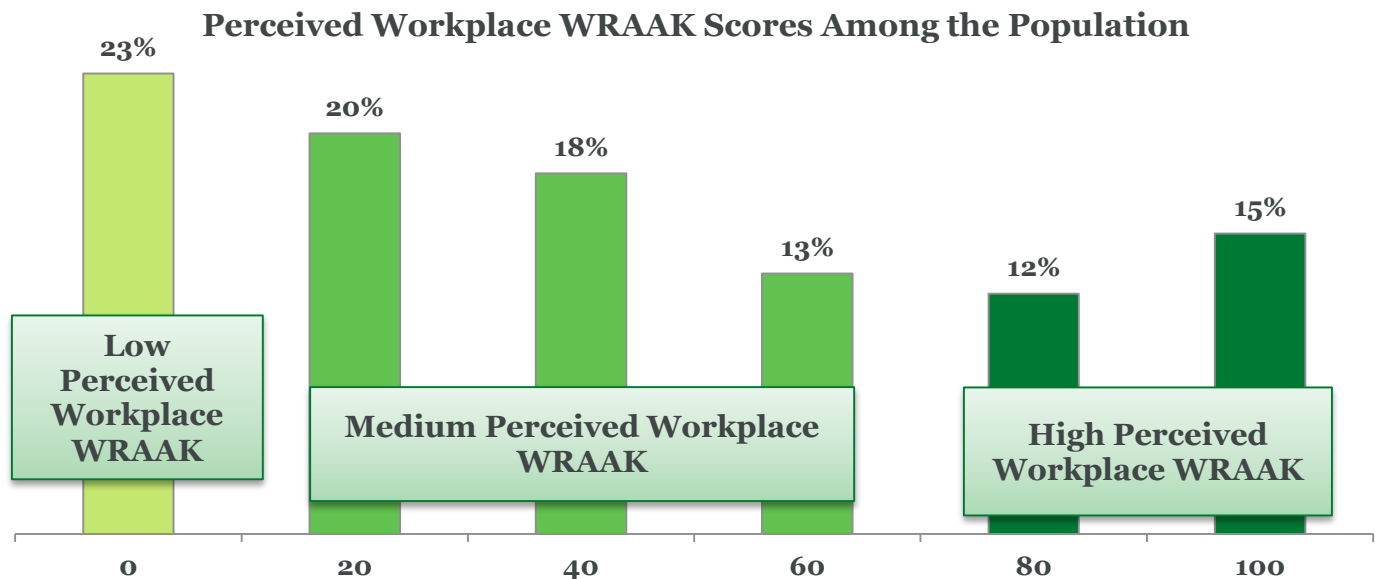
PERCEIVED WORKPLACE WRAAK SUB-INDEX

Similarly, the decision tree results for the Perceived Workplace WRAAK index produced up to five groups based on the three predictor variables of job satisfaction, recommend employer, and likelihood to leave employer. The results were analyzed to determine the final classifications (high, medium, and low). With final classification, a score of 0 was assigned into the **low category**, the scores of 20, 40, and 60 were assigned into the **medium category**, and the scores of 80 and 100 were assigned into the **high category**. Similarly, when the mean and the extreme responses (e.g., extremely satisfied) for the three predictor variables to the Perceived Workplace WRAAK index were examined, the categorical classifications yielded consistent results from the decision tree analysis. This suggests that workers with Low Perceived Workplace WRAAK were less likely to be satisfied with their employer or recommend their employer, and more likely to leave their employer than workers with Medium Perceived Workplace WRAAK or workers with High Perceived Workplace WRAAK (Table 2).

Table 2: Means and Extreme Responses for Three Outcome Measures on Perceived Workplace WRAAK Sub-Index Scores

		Perceived Workplace WRAAK Sub-Index Scores					
Outcome Items		0	20	40	60	80	100
Overall Satisfaction With Your Current Employer	Mean	3.4	3.7	4.0	4.4	4.5	4.7
	Extremely satisfied	8%	22%	31%	51%	61%	80%
Recommend Your Employer as a Great Place to Work	Mean	3.0	3.3	3.8	4.2	4.5	4.7
	Extremely likely	8%	21%	34%	53%	67%	80%
Choose to Leave Your Employer to Work Somewhere Else	Mean	2.9	2.8	2.3	2.1	1.8	1.6
	Not at all likely	23%	28%	45%	46%	59%	74%
Sub-Index Categorization		LOW	MEDIUM			HIGH	

Figure 2: Final Distribution and Categories of Perceived Workplace WRAAK



OVERALL WRAAK INDEX CALCULATION

WRAAK was calculated by combining the perceived individual WRAAK sub-index and the perceived workplace WRAAK sub-index. The overall index was created by examining each sub-index classifications (high, medium, and low) and then combining the scores into four overall classifications (high, medium high, medium, and low). The inclusion of a fourth category (medium high) in the overall WRAAK categorization was due to the distinctive differences between those individuals scoring in the medium WRAAK category (medium in both sub-indices, or high in one sub-index and low in the other sub-index) and individuals who score high in one sub-index and medium in the other sub-index. Those classified in the medium high category for overall WRAAK were significantly more likely than those in the medium WRAAK group to report being extremely satisfied with their current employer, be extremely likely to recommend their employer as a great place to work, and be not at all

likely to leave their employer. The medium high WRAAK group was also significantly less likely than the high WRAAK group to be extremely satisfied with their employer, be extremely likely to recommend their employer as a great place to work, and be not at all likely to leave their employer. These differences resulted in the final four categories for overall WRAAK used throughout the report.

Table 3: Overall WRAAK Validation

Outcome Items	LOW	MEDIUM	MEDIUM HIGH	HIGH
	A	B	C	D
Overall Satisfaction With Your Current Employer (Extremely Satisfied)	9.8%	27.9%	53.0%	74.9%
		A	AB	ABC
Recommend Your Employer as a Great Place to Work (Extremely likely)	10.4%	29.6%	54.6%	76.5%
		A	AB	ABC
Choose to Leave Your Employer to Work Somewhere Else (Not at all Likely)	24.4%	35.0%	52.8%	69.4%
		A	AB	ABC

* Letters A, B, and C are used to indicate significant differences between the respective data columns.

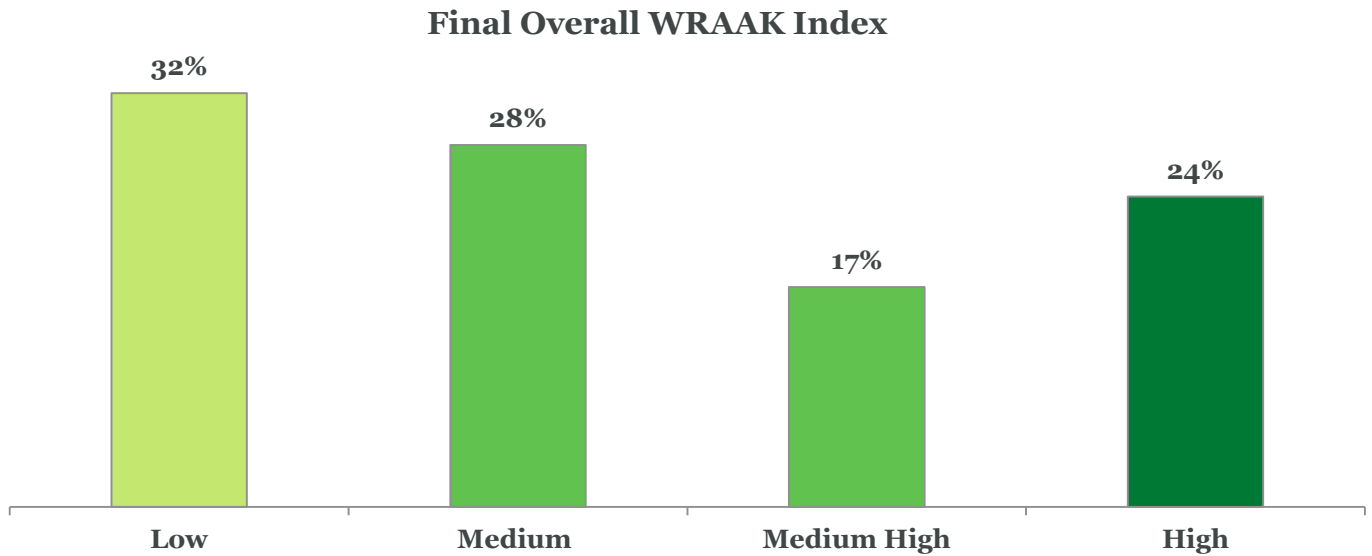
When combining the sub-indices, there was no weighting or ordering applied for the final calculation. The four categories were created using the two sub-indices as shown in Table 4.

Table 4: Overall WRAAK Classification

Perceived Individual WRAAK	+	Perceived Workplace WRAAK	=	Overall WRAAK
Low	+	Low	=	Low
Low	+	Medium	=	Low
Medium	+	Low	=	Low
Medium	+	Medium	=	Medium
High	+	Low	=	Medium
Low	+	High	=	Medium
High	+	Medium	=	Medium High
Medium	+	High	=	Medium High
High	+	High	=	High

Of the population of U.S. working adults, nearly one-third (32%) demonstrated low WRAAK. More than one-quarter (28%) possessed medium WRAAK and roughly one-quarter (24%) had high WRAAK. The remaining 17% of fell within the medium high WRAAK category.

Figure 3: Final Overall Index Frequencies



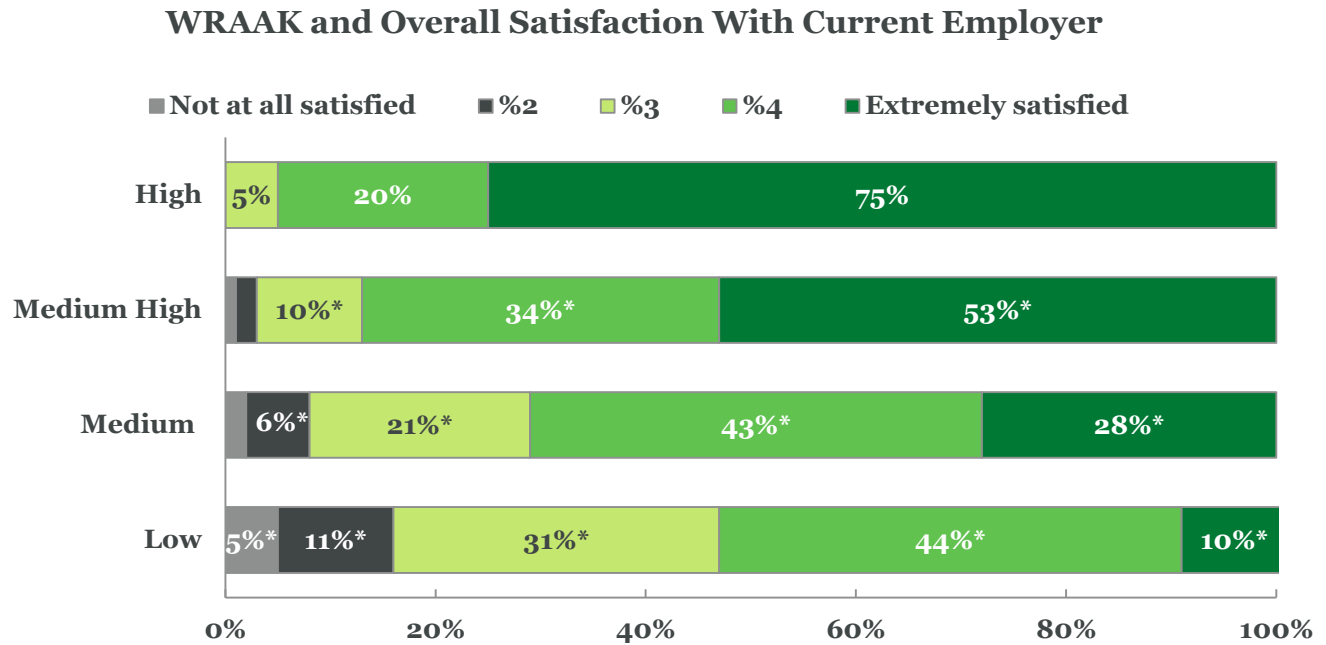
3.2 WRAAK COMPARISON TO KEY OUTCOMES

KEY FINDINGS: Satisfaction with one's employer was strongly correlated with high levels of WRAAK. Both perceived individual and perceived workplace WRAAK were connected with greater levels of general loyalty with the current employer. Overall satisfaction, employee advocacy, and intent to stay with an employer progressively increased with higher levels of WRAAK.

Looking at overall satisfaction, workers who reported having high WRAAK were noticeably more satisfied with their employer than those with low WRAAK. Workers with low WRAAK were significantly more likely to report being *not at all satisfied* with their current employer. Those with high WRAAK were significantly more likely to report being *extremely satisfied* with their current employer (75% extremely satisfied). Notably, no working adults with high WRAAK reported being *not at all satisfied* with their employers.

Figure 4: WRAAK and Overall Satisfaction With Current Employer

Using a 5-point scale, where 5 means extremely satisfied and 1 means not at all satisfied, please rate your overall satisfaction with your current employer.

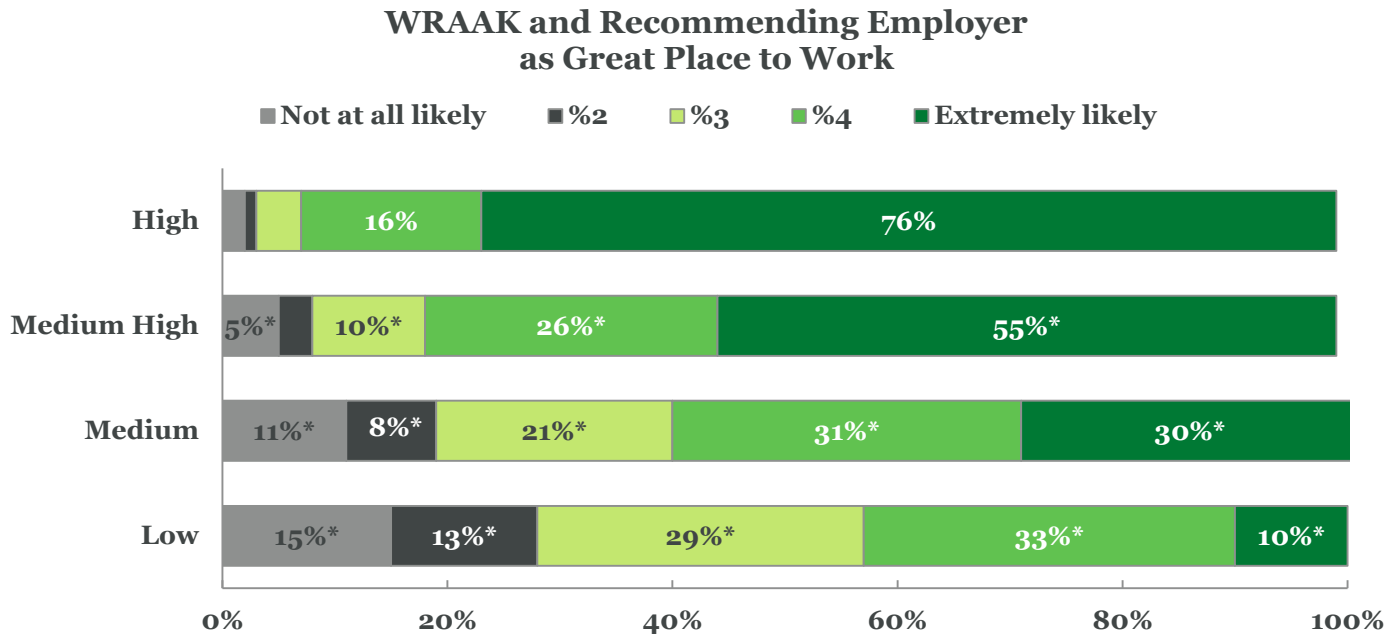


*Denotes significant difference from high WRAAK category at the 95% confidence interval

In a similar manner, employees with high WRAAK were significantly more likely to recommend their employer as a great place to work when compared with those with lower ratings. Of those with high WRAAK, 76% were *extremely likely* to recommend their employer as a great place to work, compared with 2% who were *not at all likely* to recommend their employer. Notably, workers with low WRAAK were significantly more likely to report they were *not at all likely* to recommend their employer (15%), compared with 10% who were *extremely likely* to do so. There was a clear trend showing that as WRAAK increased, the likelihood to recommend an employer did as well.

Figure 5: WRAAK and Recommending Employer as Great Place to Work

Using a 5-point scale where 5 means extremely likely and 1 means not at all likely, how likely are you to recommend your employer to your family and friends as a great place to work?

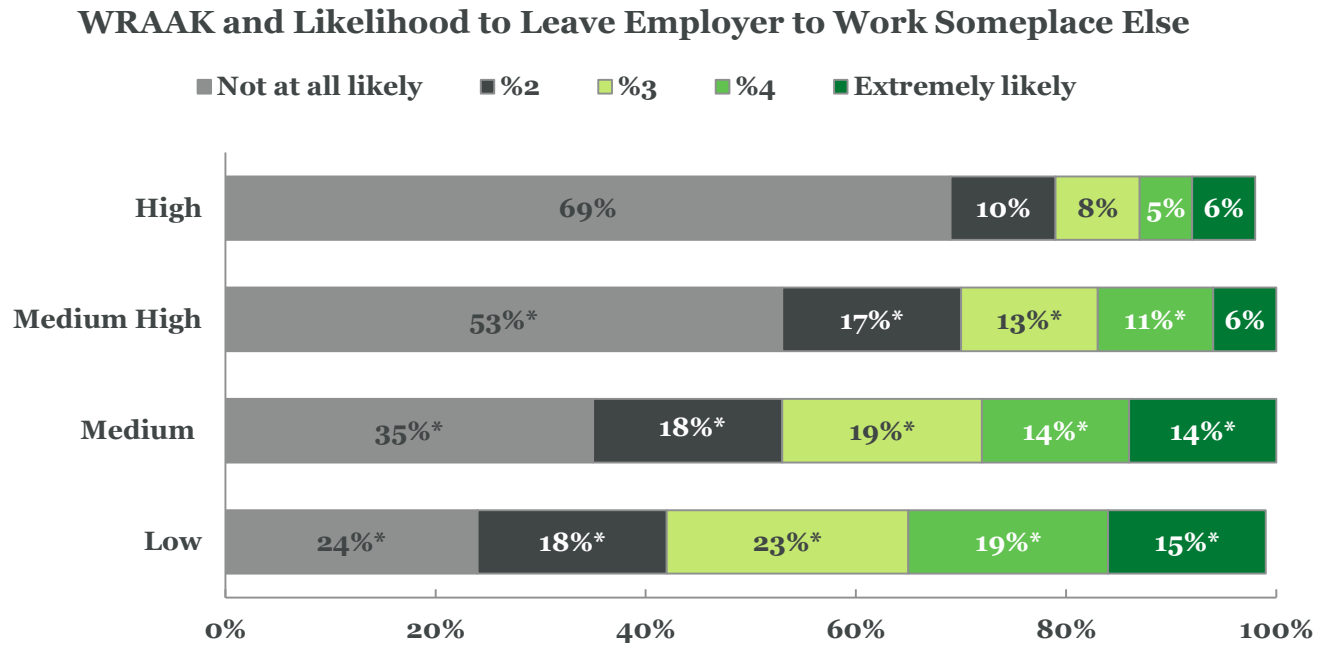


*Denotes significant difference from high WRAAK category at the 95% confidence interval

WRAAK was also an important indicator on the outcome of job retention. The connection between high WRAAK and retention at a workplace was similarly strong. Among employees with high WRAAK, 69% reported being not at all likely to choose to leave their employer to work someplace else, compared with 24% of those with low WRAAK who said the same. Among workers, there was a significant contrast for those who reported an extremely high likelihood of leaving their jobs. Only 6% of employees with high WRAAK were extremely likely to say they would leave their employer compared with 15% of those with low WRAAK who reported being extremely likely to leave their jobs.

Figure 6: WRAAK and Likelihood to Leave Employer to Work Someplace Else

Using a 5-point scale, where 5 means extremely likely and 1 means not at all likely, how likely are you to leave your employer to work someplace else?

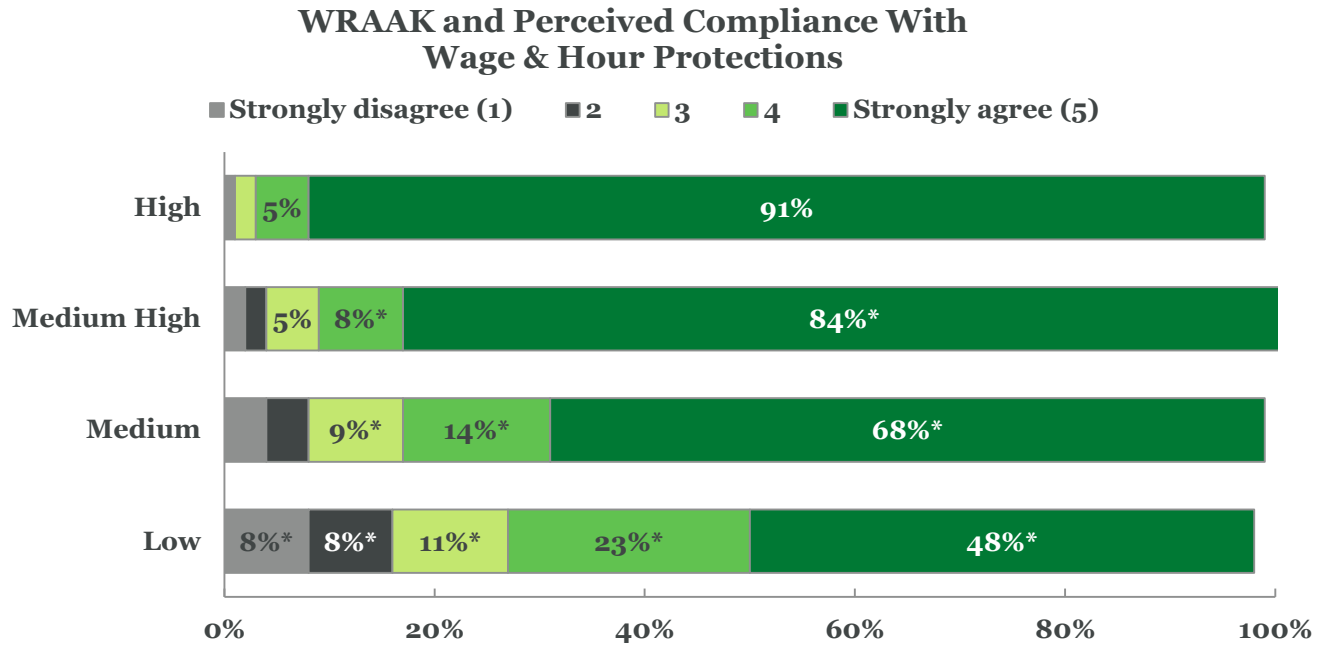


*Denotes significant difference from high WRAAK category at the 95% confidence interval

Notably, there was a strong relationship between workers' WRAAK and overall perceptions of employer non-compliance. When looking at perceptions of employers' compliance with the wage and hour protections related to always paying employees for all of the time worked, workers with high WRAAK were significantly more likely than any other group of workers to strongly agree that their employer always paid employees for all the time worked (91% among those with high WRAAK versus 68% and 48% among those with medium and low WRAAK, respectively).

Figure 7: WRAAK and Perception of Non-Compliance With Wage & Hour Protections

On a scale of one-to-five, where 5 is strongly agree and 1 is strongly disagree, please indicate your level of agreement with each of the following items. Employees in my workplace are always paid for all of the time they work.

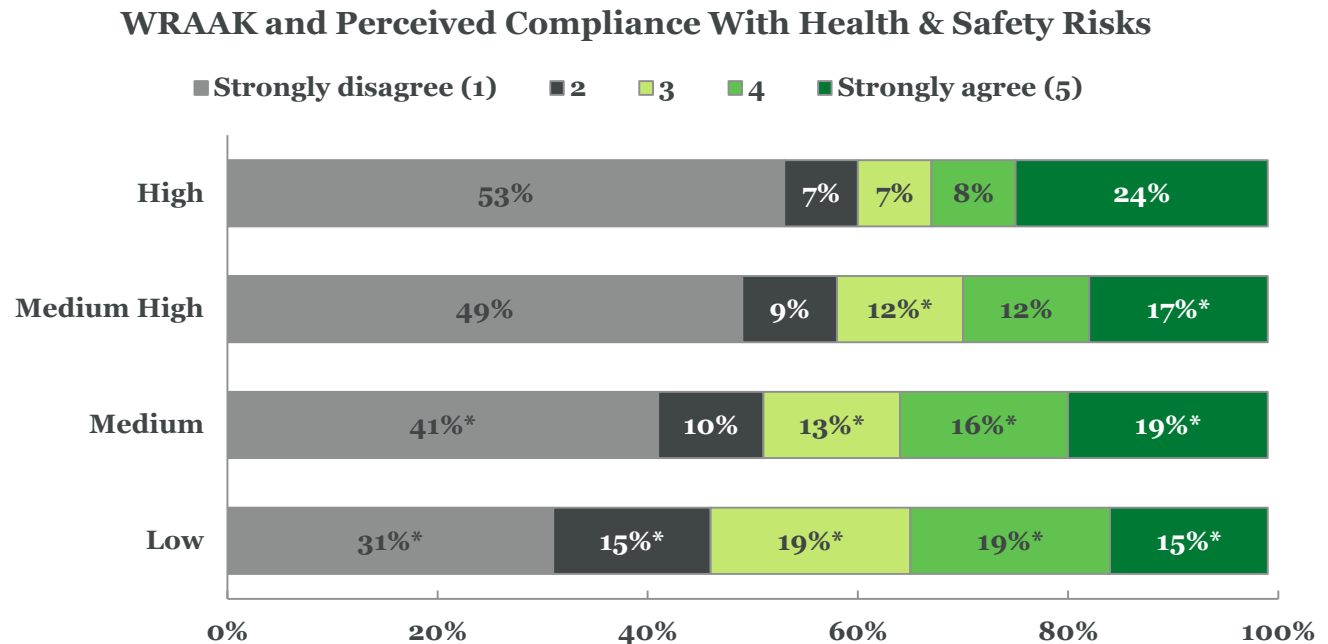


*Denotes significant difference from high WRAAK category at the 95% confidence interval

This connection between perceived non-compliance and WRAAK was also evident in reported perception of exposure to health and safety risks. Employees with high WRAAK (53%) and medium high WRAAK (49%) were significantly more likely than those with low WRAAK (31%) and medium WRAAK (41%) to strongly disagree that employees in their workplace are sometimes exposed to health and safety risks. However, workers with high WRAAK (24% strongly agree) were also significantly more likely than all other workers to report strong agreement that employees in their workplace are sometimes exposed to health and safety risks.

Figure 8: WRAAK and Perception of Non-Compliance With Health & Safety Protections

On a scale of one-to-five, where 5 is strongly agree and 1 is strongly disagree, please indicate your level of agreement with each of the following items. Employees in my workplace are sometimes exposed to health and safety risks.



*Denotes significant difference from high WRAAK category at the 95% confidence interval

4.0 NATIONAL TRENDS

By definition, WRAAK embodied four key constructs that are crucial to understanding the workplace climate and workers' experience within the environment. When examining the key drivers of WRAAK, the four key constructs were **education, access, experience, and reporting**. Education was a measurement of the role of the employer in providing information to the worker on their protections against health and safety risks and provisions for wages and hours. Access was a measurement of the worker's ability to readily get information on health and safety protections and wage and hour provisions from their employer or some other source. Additionally, access was also measured by examining the worker's access to alternate mechanisms and sources of information other than those provided by an employer. Experience with a health and safety or wage and hour violation was determined by an individual worker's experience with a specific violation regardless if that violation happened to them personally or if they knew of it happening to someone else. Reporting was determined based on whether or not the worker reported his or her experience with the workplace violation to a supervisor, employer, or some other entity with the authority to do something about it (i.e., OSHA, WHD, and State/Federal Government).

In addition to examining the underlying constructs of WRAAK, the barriers to assertion and reporting were also examined by analyzing workers' likelihood to report violations in the future, the impact of management response to a reported violation, and reasons for not raising workplace violation concerns.

4.1 EDUCATION

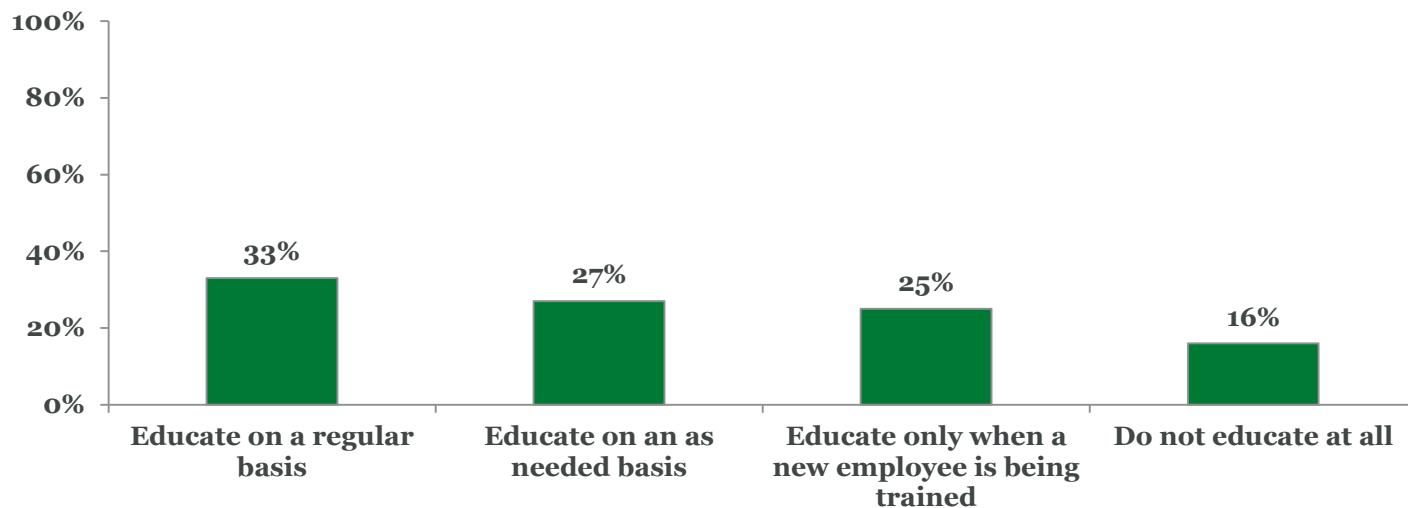
KEY FINDINGS: Thirty-three percent of the adult workforce reported being educated on their health and safety and wage and hour rights and protections by their employer *on a regular basis*. Notably, there were 16% of U.S. adult workers who reported not receiving any education at all from their employer. Blue collar workers were significantly more likely to say they received regular education. Additionally, Hispanic workers were more likely to report they received no education.

When asked about the frequency with which their employer provided education on health and safety risks or wage and hour rights, one-third (33%) of the adult workforce reported they were being educated on a regular basis. Twenty-seven percent reported they were being educated on their rights on an as needed basis and one-quarter (25%) reported education only as a new employee. Notably, 16% of the workforce reported they received no workplace education on the health and safety risks associated with their job or on their wage and hour rights.

Figure 9: Employer-Provided Education on Worker Rights

Does your employer educate workers about protection from health and safety risks on a regular basis, on an as needed basis, only when a new employee is being trained, or not at all?

Does your employer educate workers about wage and hour rights on a regular basis, on an as needed basis, only when a new employee is being trained, or not at all?



The presence of an employer that provided education about workplace rights, on either safety or wage and hour issues was used to analyze the level of education provided to U.S. working adults. For the analysis, the focus was on workers who reported receiving education *on a regular basis* compared with those who said they received no education. Table 5 shows a comparison of the key demographic variables.

When the two groups were compared on demographic variables, an interesting trend emerged regarding the type of work and the respondents' roles. Respondents who had an employer that provided regular education were more likely to be in a management position (upper, middle, or lower, 42%) than those who said they received no education (35%). The opposite was true for those who received no education—they were more likely to report being non-management (65%) compared with those who received regular education (57%). Blue collar workers

were significantly more likely to say they received regular education (58%) compared with those who received no education (52%). The opposite pattern was true for white collar workers, as they were more likely to report receiving no education.

With regard to race and ethnicity, the only group that showed a significant difference between the two groups were Hispanic respondents. Hispanic respondents were more likely to report they received no education (20%) compared with receiving education on a regular basis (15%). When comparing those who received regular education with those who reported receiving no education, income seemed to play a role as those making between \$50,000 to \$99,999 were more likely to report receiving regular education. The opposite pattern held true for those making less than \$30,000 as they were more likely to have reported receiving no education.

Table 5: National Demographic Profile on Education on WHD/OSHA Rights and Protections

		On a regular basis	As needed	When training new employee	Not at all
		A	B	C	D
Education	College graduate or higher	35%	37%	32%	32%
			C		
	Some college or vocational	30%	29%	30%	32%
	High school or less	35%	34%	39%	36%
Race and Ethnicity	White	68%	70%	61%	65%
		C	C		
	African American	12%	12%	14%	11%
	Asian	5%	5%	6%	4%
	Hispanic	15%	13%	19%	20%
				B	AB
Work Type	Blue collar	58%	46%	53%	52%
		BD		B	
	White collar	42%	54%	47%	48%
			AC		A
Union Membership	Union	17%	16%	12%	14%
		C			
	Non-union	83%	85%	88%	86%
				A	
Work	Government	18%	17%	16%	16%
	Private company	59%	58%	58%	59%
	Non-profit/Other	21%	24%	24%	24%
Management	Non-management	57%	59%	63%	65%
				A	A
	Management	42%	41%	36%	35%
		CD	D		

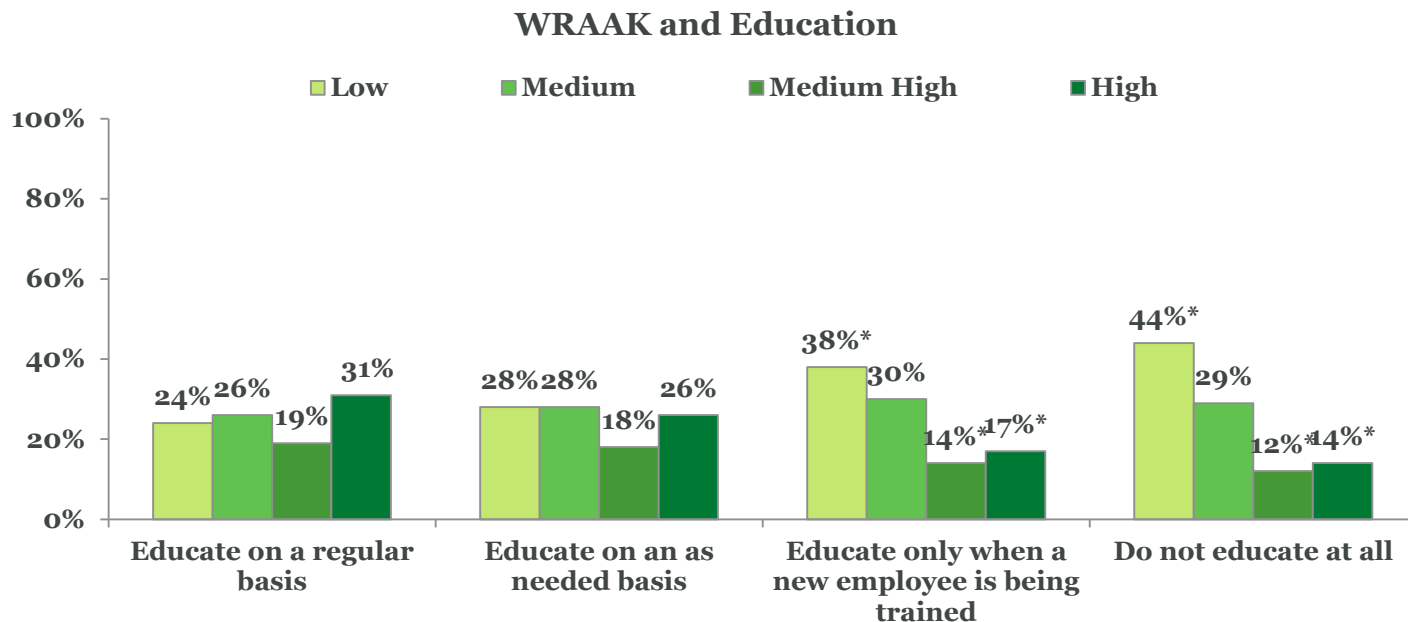
Table 5: National Demographic Profile on Education on WHD/OSHA Rights and Protections

		On a regular basis	As needed	When training new employee	Not at all
		A	B	C	D
Gender	Male	54%	52%	50%	48%
		D			
	Female	47%	48%	50%	53%
					A
Tenure	Less than 1 year on job	13%	16%	20%	14%
				AD	
	1 year but less than 5 years on the job	28%	29%	35%	30%
			AB		
	More than 5 years on the job	59%	54%	45%	56%
		C	C		C
Pay	Hourly	58%	55%	66%	58%
				ABD	
	Salary	39%	40%	28%	35%
		C	C		C
	By unit of production	2%	4%	4%	3%
			A	A	
	Daily	1%	1%	2%	4%
					ABC
Income	Under \$20,000	14%	20%	23%	20%
			A	A	A
	\$20,000 - \$29,999	14%	13%	15%	20%
					AB
	\$30,000 - \$39,999	13%	14%	14%	16%
	\$40,000 - \$49,999	13%	13%	14%	12%
	\$50,000 - \$74,999	24%	19%	17%	17%
		BCD			
	\$75,000 - \$99,999	11%	12%	8%	6%
		CD	CD		
	\$100,000 or more	11%	9%	8%	9%

*Letters denote statistically significant difference across noted columns. Differences are statistically significant at the 95% confidence interval.

Employer-provided education on workplace risks and workers' rights was a key driver of WRAAK. Among those whose employers educated workers on a regular basis, 31% had high WRAAK, which is significantly greater than the 24% with low WRAAK whose employers provided education on a regular basis. Furthermore, of those with high WRAAK, only 14% reported not receiving any education. This was significantly lower than the 44% observed among workers with low WRAAK.

Figure 10: WRAAK Levels and Employer-Provided Education



*Denotes significant difference from Educate on a regular basis category at the 95% confidence interval

4.2 ACCESS

KEY FINDINGS: Access to information was a significant factor in WRAAK. Workers who reported that having no access to information on their rights in the workplace were significantly more likely to have low WRAAK. A majority of the U.S. adult workforce reported getting worker rights information from their employers through workplace posters, websites, or employer trainings. The most common access to information was through posters in the workplace. Workers who reported having access to information on their rights as workers were more likely to work at a place where they were covered by a union.

When examining workers' access to information on their WHD and OSHA protections, a majority of the American adult workforce reported getting worker rights information from their employers through workplace posters, websites, or employer trainings (85% of all workers). The most common access to information was through posters in the workplace (75% of workers reported they received information through this medium versus 52% and 63% for classroom/online training and websites/other materials, respectively). However, workers also garnered information about these protections from other sources including unions, government and general websites, and community groups.

Notably, 69% of workers covered by a union reported they were learning about their rights in the workplace from a union representative; 41% of workers reported they were learning about their rights from the Internet; 35% reported learning about their rights directly from OSHA and WHD; and 23% reported learning from other state and federal agencies.

Figure 11: Access to Information on Rights in the Workplace

Does your current employer do any of the following to educate workers about their health & safety/wage and hour rights?

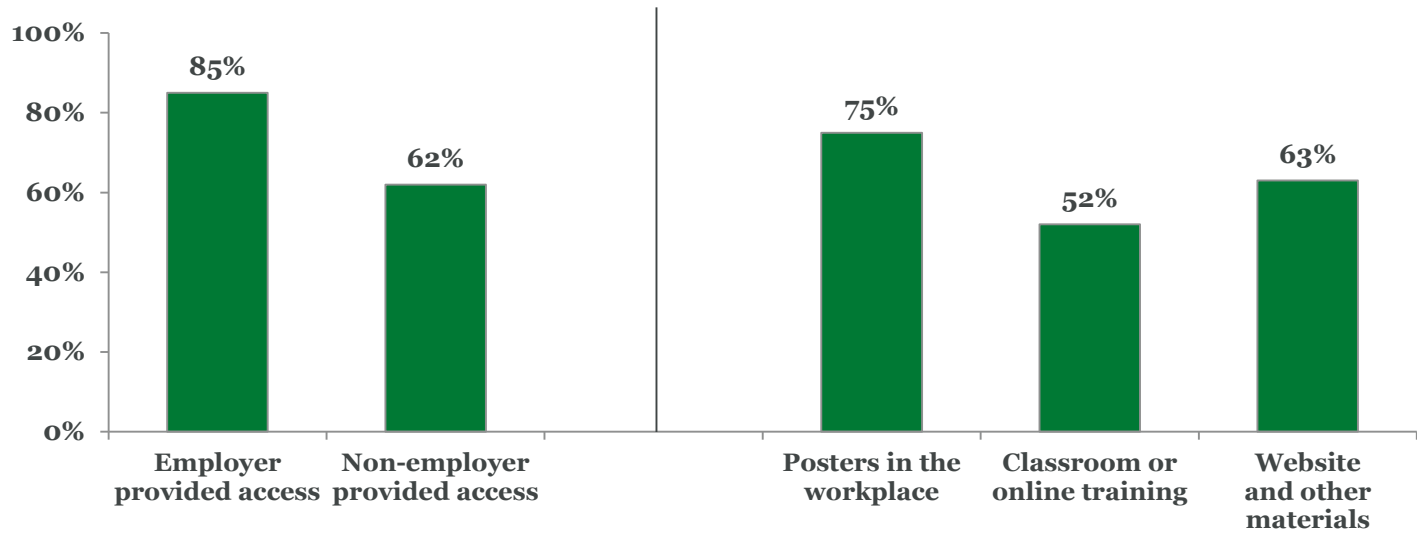
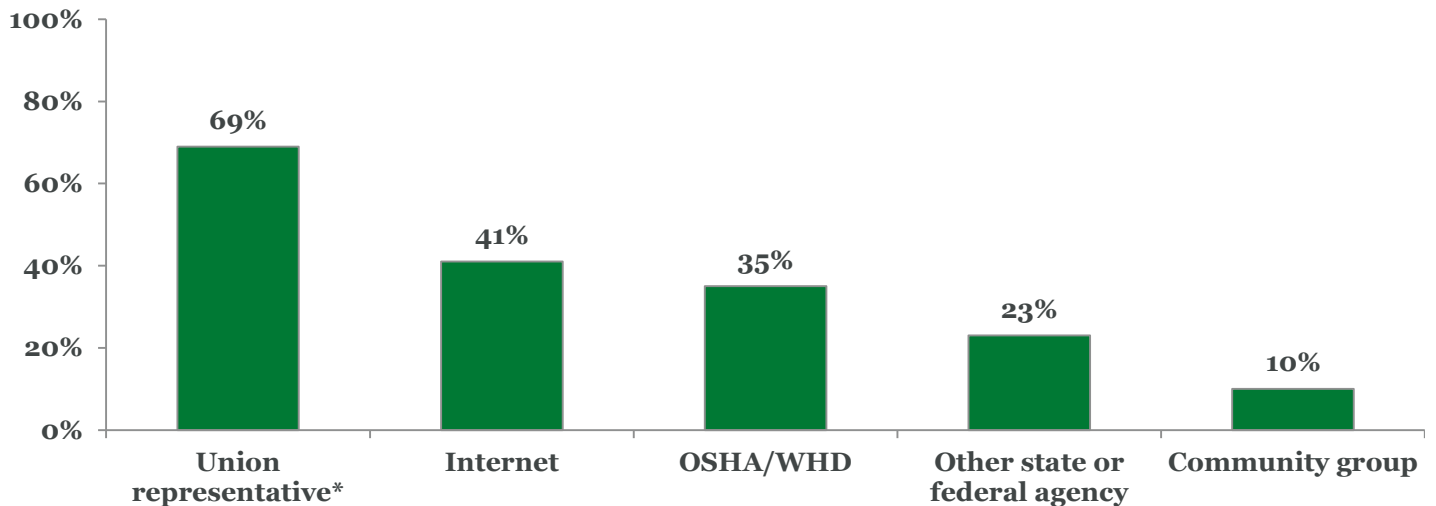


Figure 12: Access to Learn About Rights in the Workplace From Other Sources

Are you learning about health & safety/wage and hour rights in the workplace from any of the following other resources?



* Among respondents who reported working in a workplace covered by a union

For the analysis of the availability of sources with information on their health and safety and wage and hour rights, the focus was on workers who reported having access to these sources of information. Table 6 shows a comparison of the key demographic variables.

When the two groups were compared on demographic variables, an interesting trend emerged regarding the gender, union coverage, income, and management status. Respondents who reported having access to information on their rights as workers were more likely to work at a place where they were covered by a union (16%) or where they held some type of management role (40%). The opposite was true for those who do not work at a place covered by a union—they were more likely to report not having access (94%). The same held true for those making less than \$20,000 annually (24% with no access vs. 15% with access).

Table 6: National Demographic Profile for Access to Information on Worker Rights

		Access to information	No access to information
		A	B
Education	College graduate or higher	35%	33%
	Some college or vocational	30%	26%
	High school or less	35%	41%
Race and Ethnicity	White	66%	69%
	African American	13%	9%
	Asian	5%	6%
	Hispanic	16%	16%
Work Type	Blue collar	52%	52%
	White collar	48%	48%
Union Membership	Union	16%	6%
	Non-union	84%	94%
Work	Government	17%	13%
	Private company	58%	58%
	Non-profit/Other	23%	25%

Table 6: National Demographic Profile for Access to Information on Worker Rights

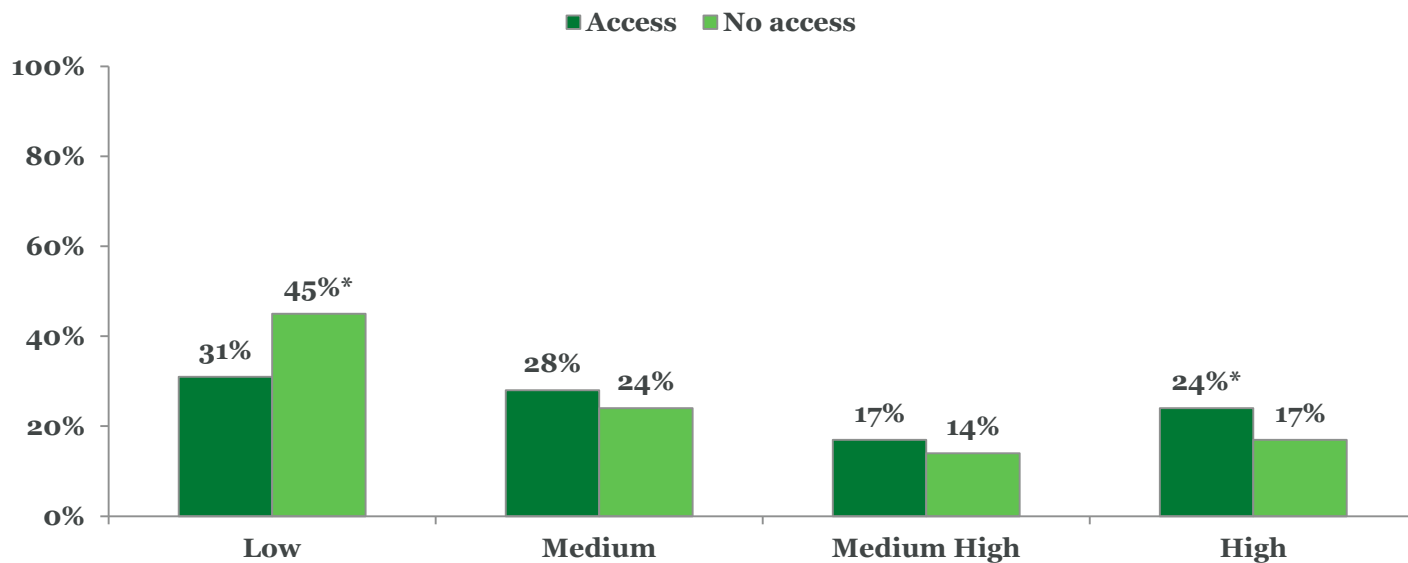
		Access to information	No access to information
Management	Non-management	60%	67%
	Management	40%	31%
Gender	Male	52%	43%
	Female	48%	57%
Tenure	Less than 1 year on job	16%	17%
	1 year but less than 5 years on the job	30%	32%
	More than 5 years on the job	54%	52%
Pay	Salary	37%	34%
	Hourly	58%	58%
	By unit of production	3%	4%
	Daily	1%	3%
Income	Under \$20,000	18%	28%
	\$20,000 - \$29,999	14%	18%
	\$30,000 - \$39,999	14%	14%
	\$40,000 - \$49,999	13%	13%
	\$50,000 - \$74,999	20%	16%
	\$75,000 - \$99,999	11%	5%
	\$100,000 or more	10%	6%

*Letters denote statistically significant difference across noted columns. Differences are statistically significant at the 95% confidence interval.

The relationship between access to information on worker rights and WRAAK was in line with the DOL's definition of WRAAK. Access to information was a significant factor in WRAAK. Workers who reported that having no access to information on their rights in the workplace were significantly more likely to have low WRAAK (45% of those without access to information had low WRAAK compared with 31% who reported having

access). This relationship was also evident for workers with high WRAAK—they were significantly more likely to report having access to information on their OSHA and WHD rights (24% with access vs. 17% without access).

Figure 13: WRAAK Levels and Access to Learn About Rights in the Workplace



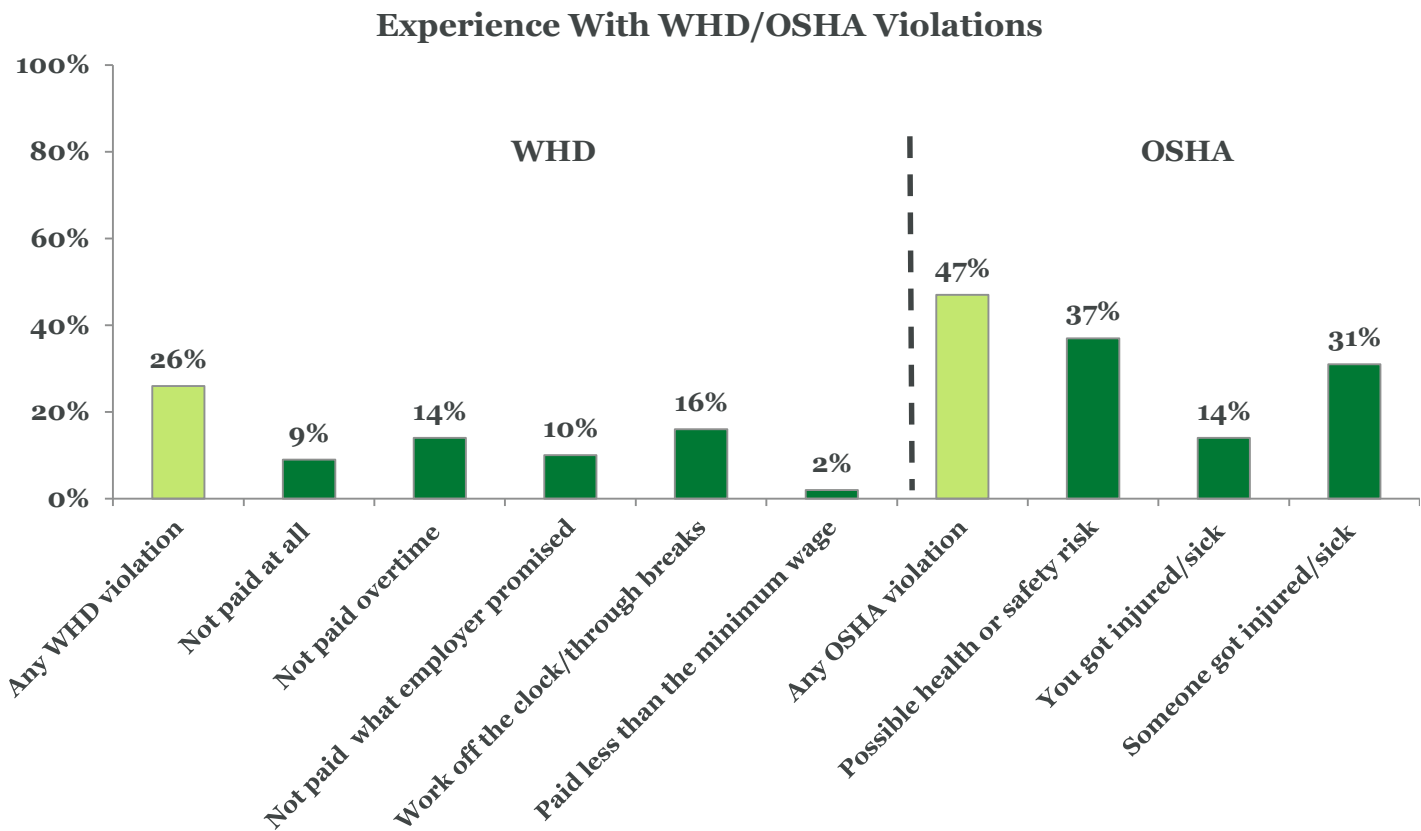
*Denotes significant difference at the 95% confidence interval

4.3 EXPERIENCE

KEY FINDINGS: The majority of adult workers did not have an experience with violations in the workplace. Workers were much more likely to report having an experience with health and safety related violations than with wage and hour related violations. Experience with a workplace violation of any kind was a significant factor in WRAAK. Workers who reported having no personal experience or knowing of a workplace violation were significantly more likely to have high WRAAK. Additionally, blue collar workers were significantly more likely to have experience with a violation (60%) compared with those who did not have experience with a violation (48%).

Thirty-seven percent of the adult workforce reported knowing of possible health and safety risks in their workplace. Close to one-third reported knowing someone else who had been injured or gotten sick due to conditions at their workplace and 14% reported they themselves have gotten sick or injured because of conditions in their workplace. As it relates to wage and hour violations, less of the workforce reported having any direct or indirect experience with these types of violations (26%). The most prevalent reported experiences with wage and hour violations were working off the clock or working through breaks (16% reported either they or someone they knew were required to work off the clock or through breaks) and not getting paid for overtime worked (14% reported either they or someone they knew did not get paid for overtime worked).

Figure 14: Experience With Specific Wage & Hour and Health & Safety Violations



Workers who reported they had an experience or knew someone who had an experience with a workplace violation (either OSHA or WHD) were compared with those who did not have an experience or did not know someone who had an experience with a violation. Table 7 shows a comparison of the key demographic variables.

In comparing those who had an experience with a violation versus those who had no experience with a violation across different demographic variables, some interesting findings emerged. Workers who had experience with a violation were significantly more likely than those who had no experience with a violation to have completed at least some college. With regard to work type, blue collar workers were significantly more likely to have had an experience with a violation (60%) compared with those who had no experience with a violation (48%). The opposite was true regarding white collar workers as they were significantly more likely to not have had an experience with a violation. Similarly, union workers were significantly more likely to report they had an experience with a violation (20%) compared with those who had not (12%). The opposite was true for non-union workers with 88% reporting they did not have an experience with a violation

There were also significant differences across gender and pay for those who had experience with workplace violations. Respondents who had experience with violations were significantly more likely to be men (57%) than those who did not experience a violation (48%). The opposite was true for women as 52% reported they did not have experience with a violation compared with 43% who reported they did. With regard to pay, hourly paid workers were significantly more likely to report they had experience with a violation (64%) compared with 55% of hourly paid workers who reported they did not have experience with a violation. The opposite was true regarding salaried workers as they were significantly more likely to report not having an experience with a workplace violation.

Table 7: National Demographic Profile for Experience With Health & Safety and Wage & Hour Violations

		Experience with violation	No experience with violation
		A	B
Education	College graduate or higher	32%	36%
	Some college or vocational	32%	28%
	High school or less	35%	36%
Race and Ethnicity	White	67%	66%
	African American	11%	13%
	Asian	5%	6%
	Hispanic	17%	15%
Work Type	Blue collar	60%	48%
	White collar	40%	52%
Union Membership	Union	20%	12%
	Non-union	80%	88%
Work	Government	20%	14%
	Private company	57%	59%
	Non-profit/Other	21%	24%
Management	Non-management	62%	59%
	Management	37%	40%
Gender	Male	57%	48%
	Female	43%	52%

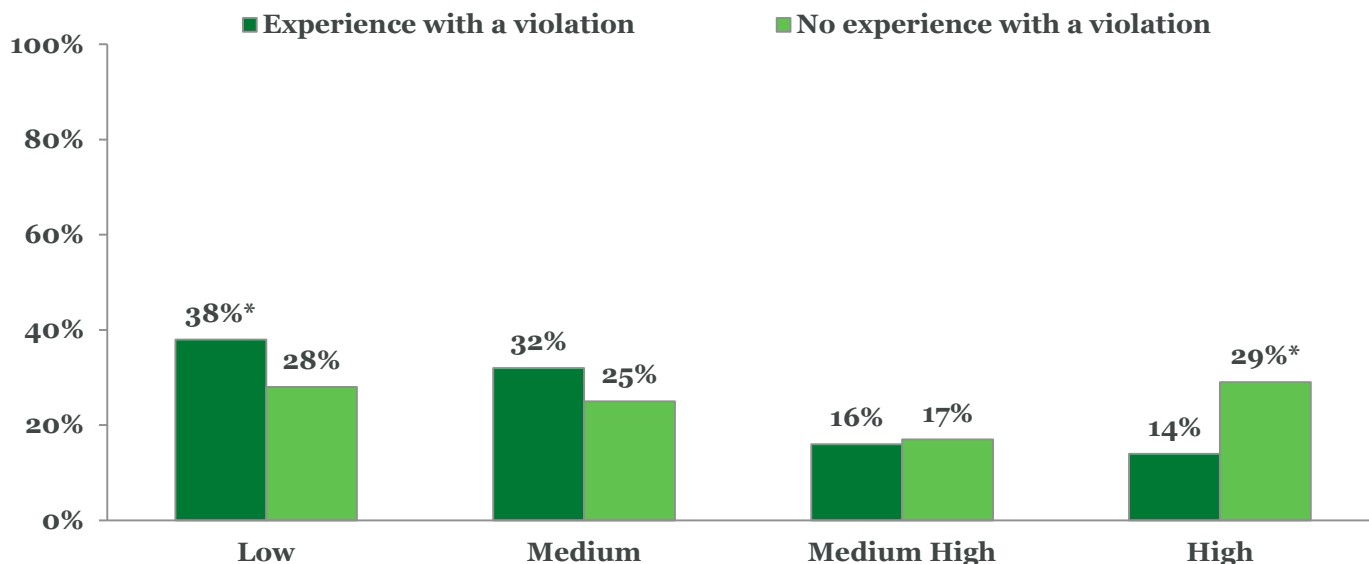
Table 7: National Demographic Profile for Experience With Health & Safety and Wage & Hour Violations

		Experience with violation	No experience with violation
		A	B
Tenure	Less than 1 year on job	13%	17%*
	1 year but less than 5 years on the job	30%	30%
	More than 5 years on the job	57%	53%
Pay	Salary	31%	40%
	Hourly	64%	55%
	By unit of production	4%	3%
	Daily	2%	1%
Income	Under \$20,000	16%	20%
	\$20,000 - \$29,999	16%	14%
	\$30,000 - \$39,999	13%	14%
	\$40,000 - \$49,999	13%	13%
	\$50,000 - \$74,999	22%	18%
	\$75,000 - \$99,999	10%	10%
	\$100,000 or more	8%	11%

*Letters denote statistically significant difference across noted columns. Differences are statistically significant at the 95% confidence interval.

The relationship between experience with a violation of workers' rights and WRAAK was in line with the DOL's definition of WRAAK. Experience with a workplace violation of any kind was a significant factor in WRAAK. Workers who reported that having no personal experience or knowing of a workplace violation were significantly more likely to have high WRAAK (29% of those without experience have high WRAAK compared with 14% with high WRAAK who reported having an experience). This relationship was also evident for workers in the low WRAAK category. Those who reported having an experience with a health or safety or wage and hour violation were significantly more likely to have low WRAAK than those who had no experience with a violation (38% with experience versus 28% with no experience).

Figure 15: WRAAK Level and Experience With a Workplace Violation



*Denotes significant difference at the 95% confidence interval

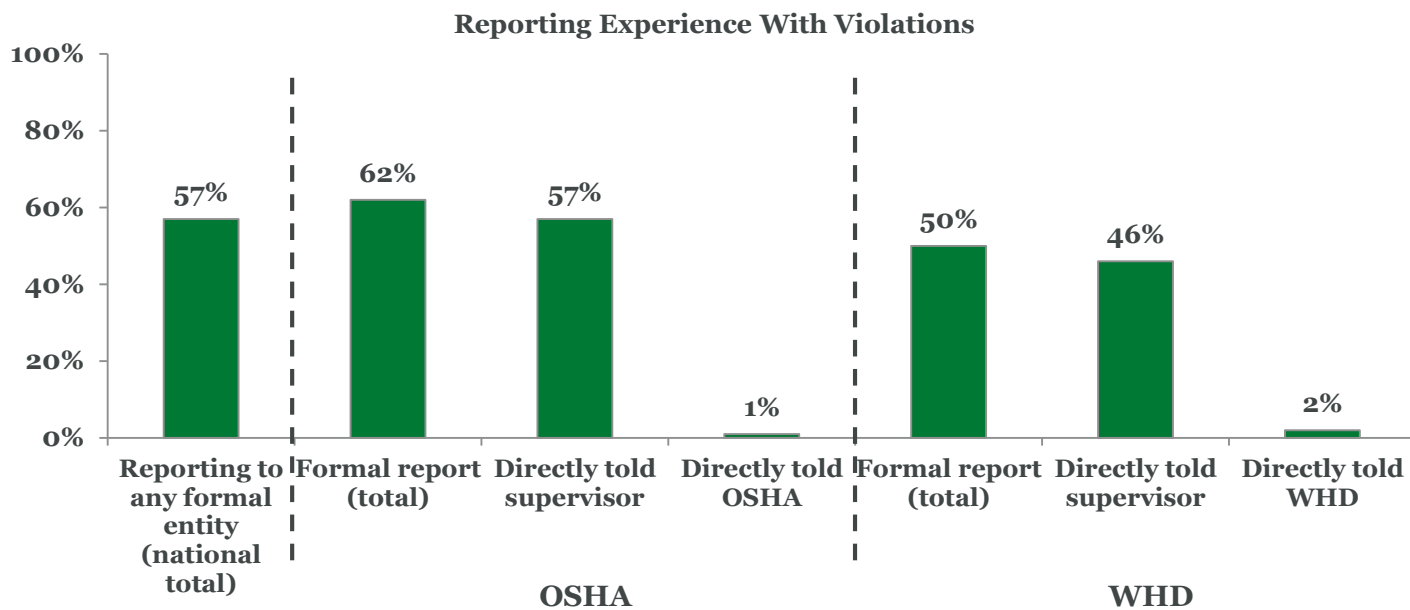
4.4 REPORTING

KEY FINDINGS: Workers who did not report a violation were significantly more likely to be college graduates. Those reporting were also significantly more likely to be in blue collar professions (68%) than white collar (51%). The percentage of workers reporting a wage and hour-related violation was lower than those reporting health and safety-related violations (62% reporting health and safety violation vs. 50% reporting wage and hour violation).

Overall, working adults were much more likely to say they would report future health and safety violations than wage and hour violations. Workers who had formally reported a violation in the past were significantly more likely to say that they will report future violations than those who had not reported a previous violation.

Nationwide, a majority of American workers (57%) who indicated having an experience with a workplace violation have reported those violations to a formal entity. When looking specifically at those who have reported health and safety violations, a strong majority (62%) did so through a formal report, with 57% directly telling their supervisors. The WHD numbers were lower in this regard, with 50% filing a formal report, and 46% directly informing their supervisors of a wage and hour violation.

Figure 16: Formal Reporting of Health & Safety and Wage & Hour Violations



Adult workers who had formally reported a workplace violation (of either OSHA or WHD regulations) to their supervisor or employer within the past five years were compared with those respondents who did not report the violation. When broken out by demographic variables, a number of significant trends appeared in the data between those who had reported a violation and those who had not. Workers who did not report a violation were significantly more likely to be college graduates (39%) than those who did report (26%). Conversely, those who reported a violation were significantly more likely to have attended some college or a vocational program (37%) than those who did not (29%). Those reporting were also significantly more likely to be in blue collar professions (68%) than white collar (51%). Interestingly, no major differences occurred between gender, tenure, union status, or work type (public or private) in regards to workers' past reporting behavior. However, significant differences were found for management status. Of those who did not report a violation, 68% were non-management compared with 58% of those who did report a violation. Finally, those who reported a violation were significantly more likely to be paid hourly (70%) than those who did not report a violation (57%).

Table 8: National Demographic Profile for Those Who Formally Reported Experience With a Workplace Violation

		Formally reported	Did not report
		A	B
Education	College graduate or higher	26%	39%
	Some college or vocational	37%	29%
	High school or less	37%	33%
Race and Ethnicity	White	63%	72%
	African American	13%	9%
	Asian	3%	6%
	Hispanic	20%	13%
Work Type	Blue collar	68%	51%
	White collar	32%	49%
Union Membership	Union	20%	19%
	Non-union	80%	81%
Work	Government	18%	22%
	Private company	57%	56%
	Non-profit/Other	23%	20%
Management	Non-management	58%	68%
	Management	42%	31%
Gender	Male	59%	53%
	Female	41%	47%
Tenure	Less than 1 year on job	15%	12%
	1 year but less than 5 years on the job	31%	32%
	More than 5 years on the job	54%	55%

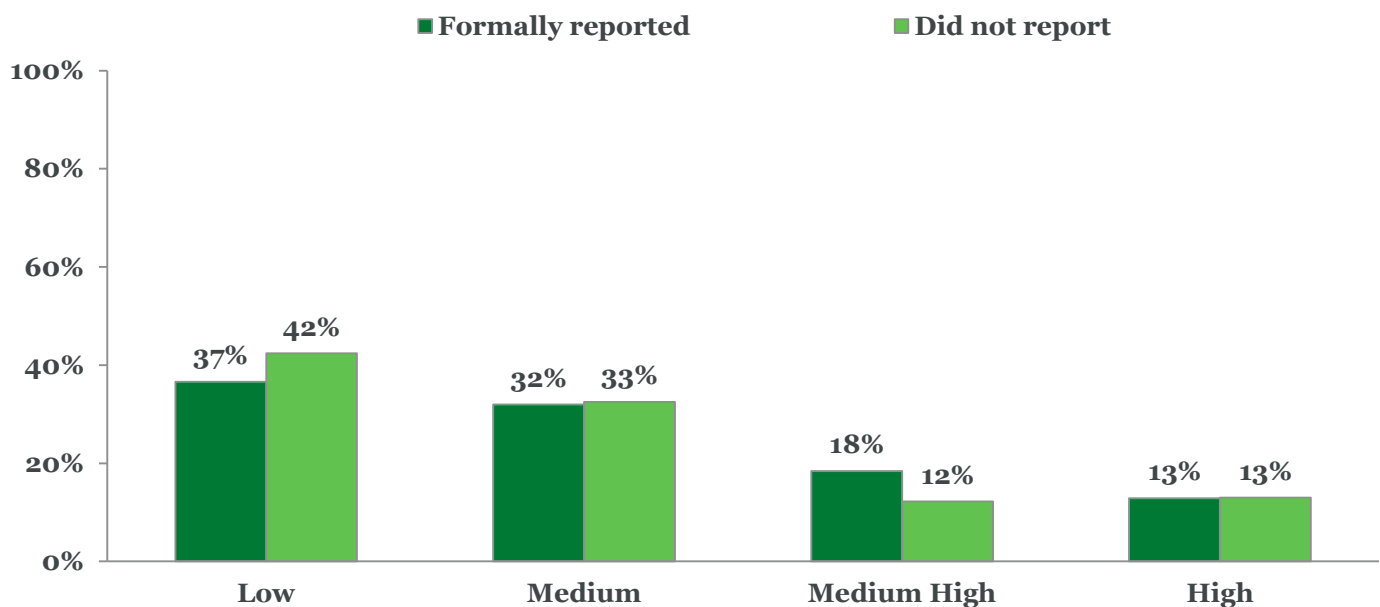
Table 8: National Demographic Profile for Those Who Formally Reported Experience With a Workplace Violation

		Formally reported	Did not report
		A	B
Pay	Salary	26%	34%
	Hourly	70%	57%
	By unit of production	2%	6%
	Daily	2%	2%
Income	Under \$20,000	17%	15%
	\$20,000 - \$29,999	16%	17%
	\$30,000 - \$39,999	13%	15%
	\$40,000 - \$49,999	14%	14%
	\$50,000 - \$74,999	23%	21%
	\$75,000 - \$99,999	10%	10%
	\$100,000 or more	8%	9%

**Letters denote statistically significant difference across noted columns. Differences are statistically significant at the 95% confidence interval.*

Previous reporting behavior did not appear to have a major impact on WRAAK. The only significant difference found was that workers who had formally reported a previous violation were more likely to have medium high WRAAK (18%) than those who did not (12%).

Figure 17: WRAAK Levels and Formal Reporting of a Workplace Violation

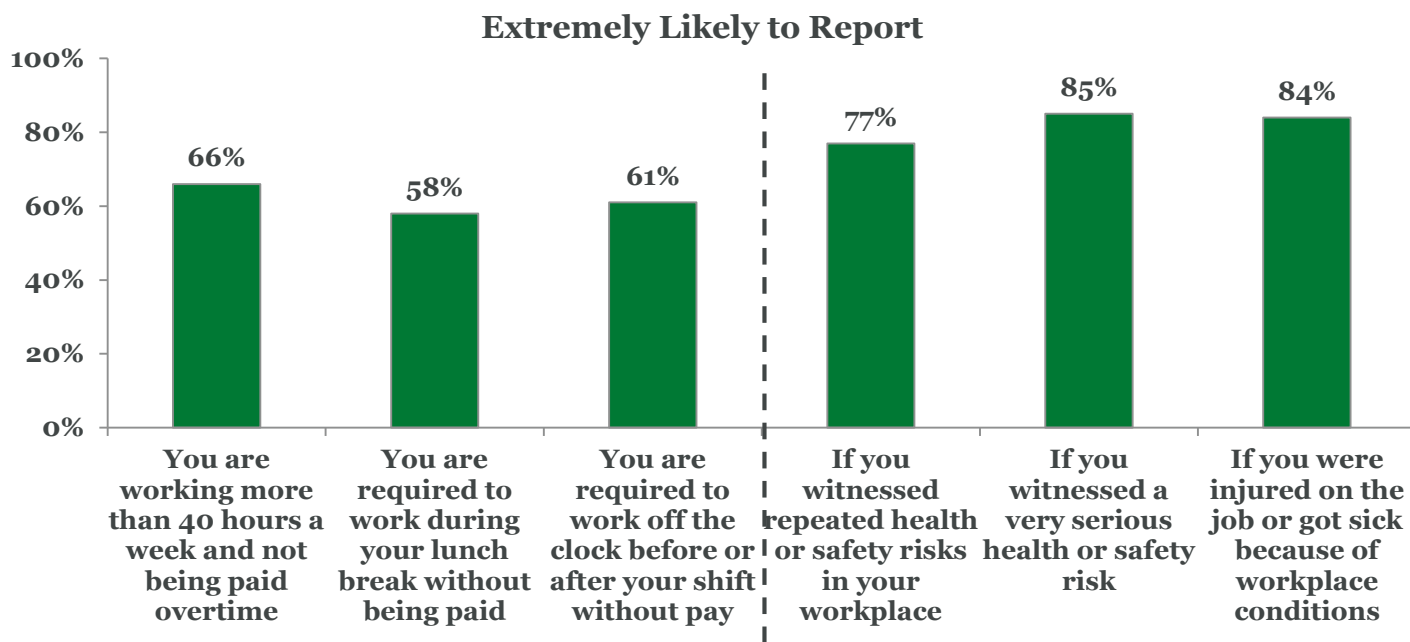


4.5 FUTURE REPORTING

Overall, working adults were much more likely to say they would report future health and safety violations than wage and hour violations. Eighty-five percent of workers would be extremely likely to report a very serious health or safety risk, with a similar number (84%) being likely to report if they were sick or injured on the job. Looking at wage and hour infractions, workers appeared most likely to report a future violation when it affects their overtime pay. Sixty-six percent would be extremely likely to report not being paid overtime, with that number falling to 58% for those who are required to work through a break without pay.

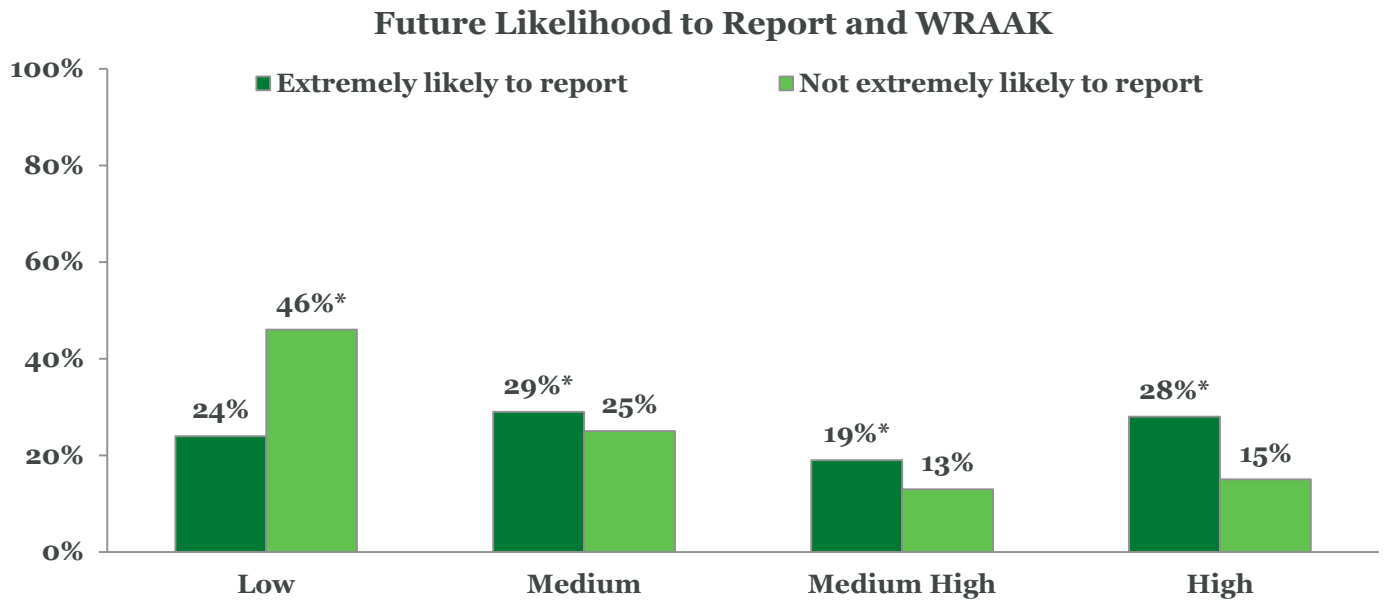
Figure 18: Likelihood to Report a Future Workplace Violation

In the future, how likely would you be to raise your concern to your supervisor or employer if each of the following happened? Use a five-point scale, where 5 is extremely likely and 1 is not at all likely



Overall, workers with lower WRAAK were less likely to say they would report future violations. This was most significant among workers with low WRAAK. Of those with low WRAAK, 24% would be extremely likely to report a future violation versus 46% who would not.

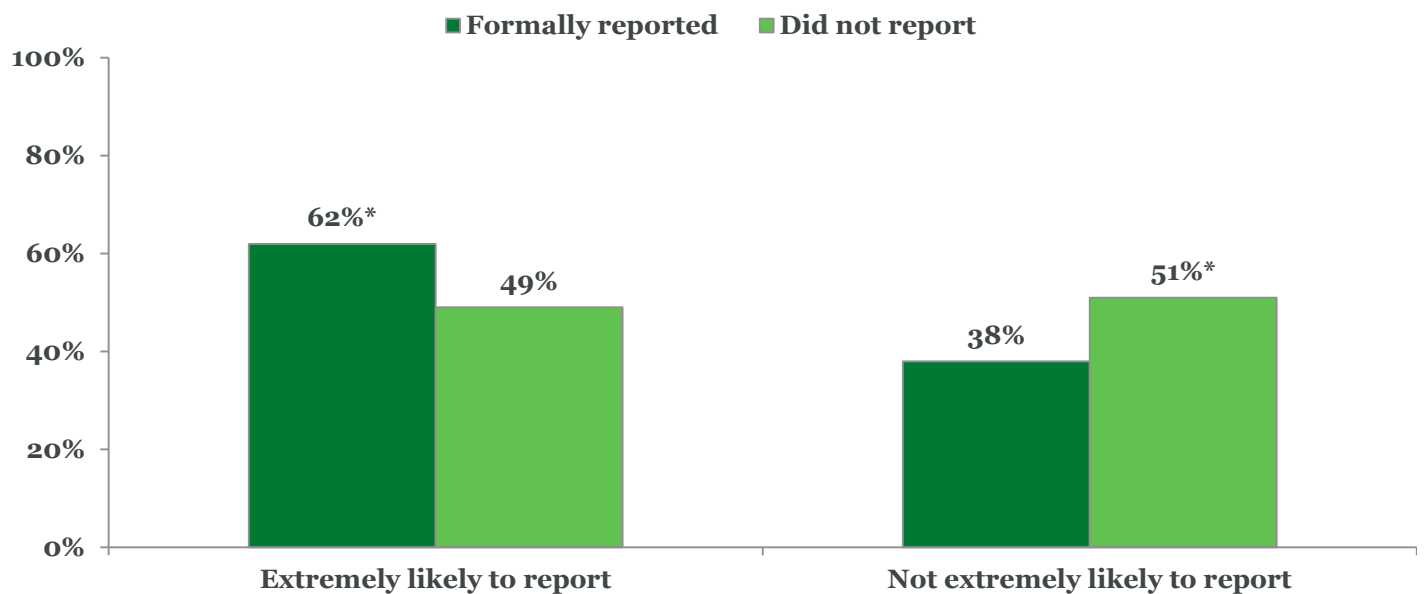
Figure 19: WRAAK Levels and Likelihood to Report a Future Workplace Violation



**Denotes significant difference at the 95% confidence interval*

Reporting a previous violation also had an impact on a worker's likelihood to report violations in the future. Workers who had formally reported a violation in the past (62%) were significantly more likely to say that they will report future violations than those who had not formally reported a previous violation (49%).

Figure 20: Likelihood to Report a Future Workplace Violation by Past Reporting



**Denotes significant difference at the 95% confidence interval*

5.0 PREDICTORS OF HIGH WRAAK

A variety of factors can contribute to an individual being classified in the high WRAAK category. This study examined a number of factors, such as experience with a workplace violation, employer education, access to information, as well as a variety of demographic variables to distinguish what, if any, are predictive of an individual having high WRAAK.

Using multivariate logistic regressions, odds ratios were calculated to determine the contribution, all things being equal, that a number of workplace factors and demographic variables were associated with having high WRAAK. The ratios described how much a given variable increases or decreases the likelihood of being classified as high WRAAK while holding all other measured variables constant.

The variables associated with having high WRAAK were:

- Experience with a workplace violation
- Education
- Pay type
- Income
- Overall company size

The odds of being classified as high WRAAK if an individual did not have experience with a workplace violation were 2.33 times the odds of being classified as high WRAAK if a person had experience with a violation. The frequency of employer-provided education also had an impact on predicting high WRAAK. Individuals educated on a regular basis and educated on an as needed basis had 3.21 and 1.99 times the odds, respectively, of being classified as high WRAAK as those who received no education at all. Individuals who worked for a very small company (fewer than 25 employees) had 2.58 times the odds of being high WRAAK than those who worked for a large company (more than 500 employees).

The demographic variables associated with high WRAAK were pay type and income. Individuals making \$100,000 or more had 1.69 times the odds of being classified as high WRAAK as individuals making \$40,000 - \$49,999. Similarly, individuals making \$100,000 or more had 1.59 times the odds of being classified as high WRAAK as those making between \$50,000 - \$74,999 and \$74,000 - \$99,999. It is interesting to note that individuals making less than \$20,000 and those making \$20,000 - \$29,999 were on average 1.92 and 1.75 times the odds, respectively, of being classified as high WRAAK as those making between \$30,000 - \$99,999. Table 9 lists all of the variables associated with having high WRAAK.

Table 9: Predictors of High WRAAK

Predictors for Having High WRAAK	Odds Ratio
Experience vs. No Experience	2.33
Educated on a regular basis vs. Not at all educated	3.21
Educated on a regular basis vs. Educated as needed	1.62
Educated on a regular basis vs. Educated when training new employee	2.71
Educated as needed vs. Educated when training new employee	1.68
Educated on an as needed basis vs. Not at all educated	1.99
Paid salary vs. Paid hourly	2.01
Income \$100,000 plus vs. Income \$40,000 - \$49,999	1.69
Income \$100,000 plus vs. Income \$50,000 - \$74,999	1.59
Income \$100,000 plus vs. Income \$75,000 - \$99,999	1.59
Income \$20,000 - \$29,999 vs. Income \$30,000 - \$39,999	1.76
Income \$20,000 - \$29,999 vs. Income \$40,000 - \$49,999	2.04
Income \$20,000 - \$29,999 vs. Income \$50,000 - \$74,999	1.92
Income \$20,000 - \$29,999 vs. Income \$75,000 - \$99,999	1.93
Income less than \$20,000 vs. Income \$30,000 - \$39,999	1.61
Income less than \$20,000 vs. Income \$40,000 - \$49,999	1.87
Income less than \$20,000 vs. Income \$50,000 - \$74,999	1.76
Income less than \$20,000 vs. Income \$75,000 - \$99,999	1.76
Company size very small vs. Company size large	2.58
Company size very small vs. Company size medium	2.39
Company size very small vs. Company size small	1.89

OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION MODULE: WRAAK AND HEALTH & SAFETY RIGHTS AND PROTECTIONS

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1.0 INTRODUCTION

The Occupational Safety & Health Administration (OSHA) was founded in 1971 following the passage of the Occupational Safety and Health Act the year before. The act represented the first time a nationwide program to protect and safeguard the entire workforce had been put into place.¹ OSHA helps to guarantee employees the right to work in conditions that do not pose a risk of serious harm, and allows them to receive information and training about hazards in their workplace. In addition, OSHA provides a number of benefits to employers including free on-site consultation to small businesses and several cooperative programs to help prevent injuries and deaths in the workplace.²

Since its inception, OSHA has helped to dramatically reduce the number of American workers who have been injured or killed in their workplace. Approximately 14,000 workers were killed on the job in 1970, the year before OSHA's founding, but this number fell sharply to 4,340 workers killed in 2009, largely as a result of OSHA's efforts.³ Moreover, reduction in worker deaths occurred during a period when the U.S. workforce doubled to more than 130 million workers.

This module, as a component of the nationwide Worker's Rights, Access, Assertion, and Knowledge (WRAAK) study, consisted of 22 questions focus on assessing respondents' education, access, experience, and reporting habits on OSHA rules and regulations.

2.0 EDUCATION

KEY FINDINGS: Regular education on health and safety rights correlated to higher WRAAK. Workers in priority workplaces were significantly more likely to be educated than those who work in other areas.

2.1 OSHA EDUCATION

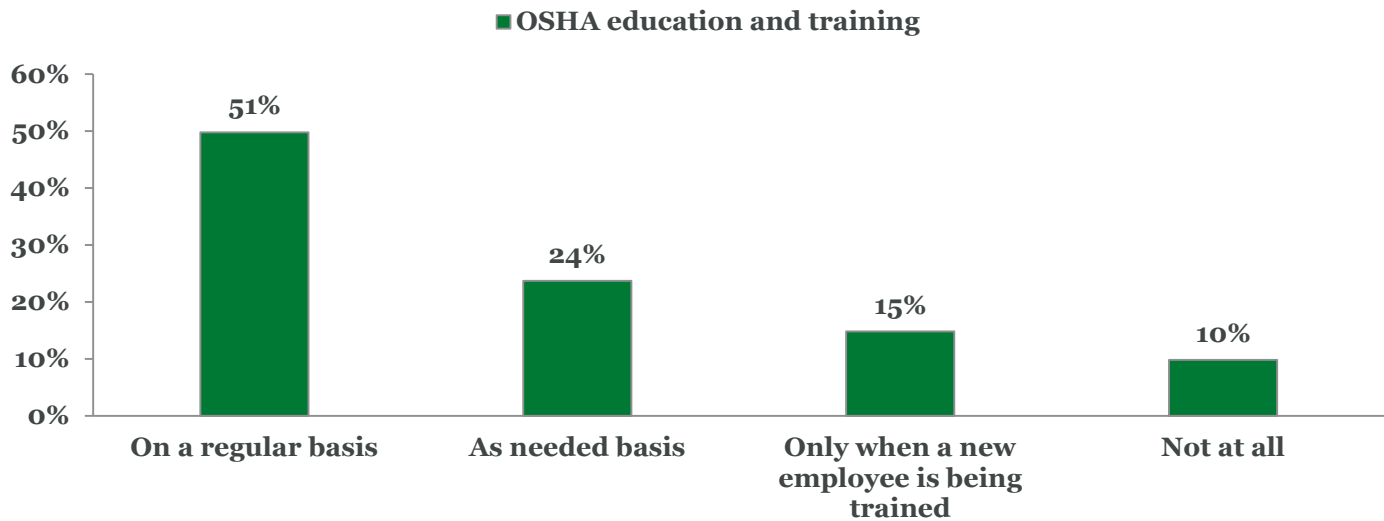
Of the working adults who received the OSHA module, one-half (51%) reported receiving education on health and safety risks on a regular basis. A further 39% received such education less frequently (24% as needed and 15% as part of new employee training) while 10% reported they did not receive any education at all.

¹ <http://www.dol.gov/oasam/programs/history/mono-OSHA13introtoc.htm>

² <https://www.OSHA.gov/about.html>

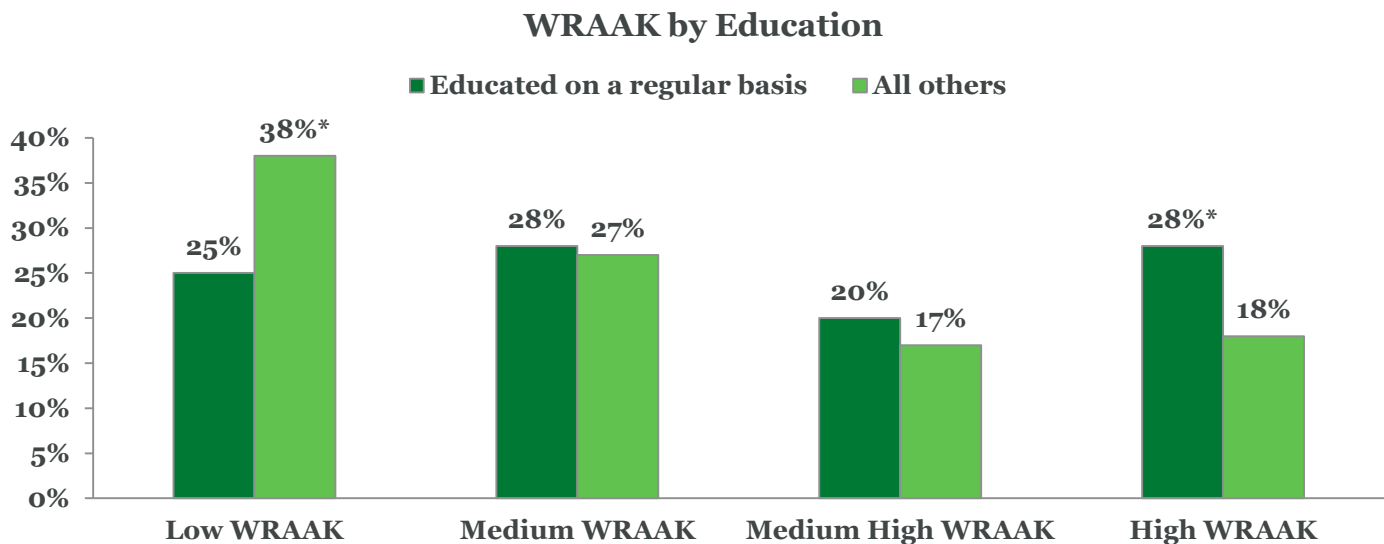
³ <https://www.OSHA.gov/OSHA40/timeline.html>

Figure 1: Employer-Provided Education on Health & Safety Rights and Protections



Regular education by employers about health and safety rights have also had a beneficial impact on WRAAK. When asked about the frequency of employer-provided education, of those who reported being educated on a regular basis, 25% had low WRAAK, versus 38% with low WRAAK who did not receive such education on a regular basis. Likewise, 28% of those who received regular education had high WRAAK, which was significantly higher than the 18% of those not receiving such regular education who had high WRAAK.

Figure 2: WRAAK Levels and Education on Health & Safety Rights and Protections



*Denotes significant difference from Educated on a regular basis category at the 95% confidence interval

2.2 DEMOGRAPHIC PROFILES FOR OSHA EDUCATION

Data from respondents who received the OSHA module were analyzed based on how often the respondents received education about workplace safety. The analysis focused on respondents who reported receiving education on a regular basis compared with those who said they received no education. Table 1 shows a comparison of the key demographic variables for OSHA-module respondents.

Among the respondents who received the OSHA module, some interesting demographic trends emerged. Men were significantly more likely to report that they received education on a regular basis (53%) compared with those who reported they received no education (42%). In contrast, women were significantly more likely to report they had received no education (58% vs. 47% who reported receiving education on a regular basis). Additionally, White respondents were significantly more likely to report they received regular education (69%) compared with those who received no education (57%). The opposite pattern was true for Hispanic respondents, as they were significantly more likely to report receiving no education.

Table 1: Demographic Profile for Education on Health & Safety Rights and Protections

		On a regular basis	As needed	When training new employee	Not at all
		A	B	C	D
Education	College graduate or higher	35%	37%	29%	32%
	Some college or vocational	30%	29%	33%	29%
	High school or less	36%	33%	38%	39%
Race and Ethnicity	White	69%*	70%*	59%	57%
		CD	CD		
	African American	11%	13%	16%	11%
	Asian	6%	3%	6%	4%
		B			
	Hispanic	14%	13%	20%	28%
					AB
Age	18-29	22%	26%	40%*	21%
				ABD	
	30-44	30%	33%	32%	37%
	45-54	26%*	22%*	14%	24%*
		C	C		C
	55+	22%*	19%	14%	18%
		C			
Gender	Male	53%*	51%	52%	42%
		D			
	Female	47%	49%	48%	58%*
				A	

*Letters denote statistically significant difference across noted columns. Differences are statistically significant at the 95% confidence interval.

EDUCATION BY INDUSTRY

When comparing across type of work, Government workers were significantly more likely to report being educated on a regular basis (19%), while those working in the non-profit sector were more likely to report receiving no education at all (28%). White collar workers were significantly more likely to say they received no education (56%) compared with those who received regular education (40% of white collar workers). The opposite pattern was true for blue collar workers, as 60% reported being educated on a regular basis—significantly more than those who reported they received no education. Income seemed to play a role when comparing the groups as well. Those who reported receiving no education were more likely to make under

\$30,000 while those who received education on a regular basis were more likely to make salaries in the range of \$50,000 to \$99,999.

Table 2: Job Profile for Education on Health & Safety Rights and Protections

		On a regular basis	As needed	When training new employee	Not at all
		A	B	C	D
Work Type	Blue collar	60%*	41%	47%	44%
		BCD			
	White collar	40%	59%*	53%*	56%*
			A	A	A
Union Membership	Union	17%*	12%	8%	12%
		BC			
	Non-union	83%	88%*	92%*	88%
			A	A	
Work	Government	19%*	15%	13%	10%
		D			
	Private company	60%	58%	62%	59%
	Non-profit/Other	19%	25%*	25%	28%*
			A		A
Management	Non-management	58%	61%	59%	55%
	Management	41%	38%	41%	44%
Tenure	Less than 1 year on job	14%	17%	22%*	17%
				A	
	1 year but less than 5 years on the job	27%	32%	42%*	30%
				ABD	
	More than 5 years on the job	59%*	51%*	36%	52%*
		BC	C		C
Pay	Hourly	59%	56%	71%*	52%
				ABD	
	Salary	38%*	38%*	24%	37%
		C	C		C
	By unit of production	2%	5%*	4%	4%
			A		
Daily	0%	1%	1%	6%*	
				ABC	

Table 2: Job Profile for Education on Health & Safety Rights and Protections

		On a regular basis	As needed	When training new employee	Not at all
		A	B	C	D
Income	Under \$20,000	11%	20%	26%*	22%*
			A	A	A
	\$20,000 - \$29,999	13%	13%	17%	20%*
					A
	\$30,000 - \$39,999	12%	12%	10%	12%
	\$40,000 - \$49,999	13%	10%	12%	8%
\$50,000 - \$74,999	23%*	18%*	13%	9%	
	CD	D			
\$75,000 - \$99,999	10%*	12%*	6%	4%	
	D	D			
\$100,000 or more	9%	7%	6%	9%	

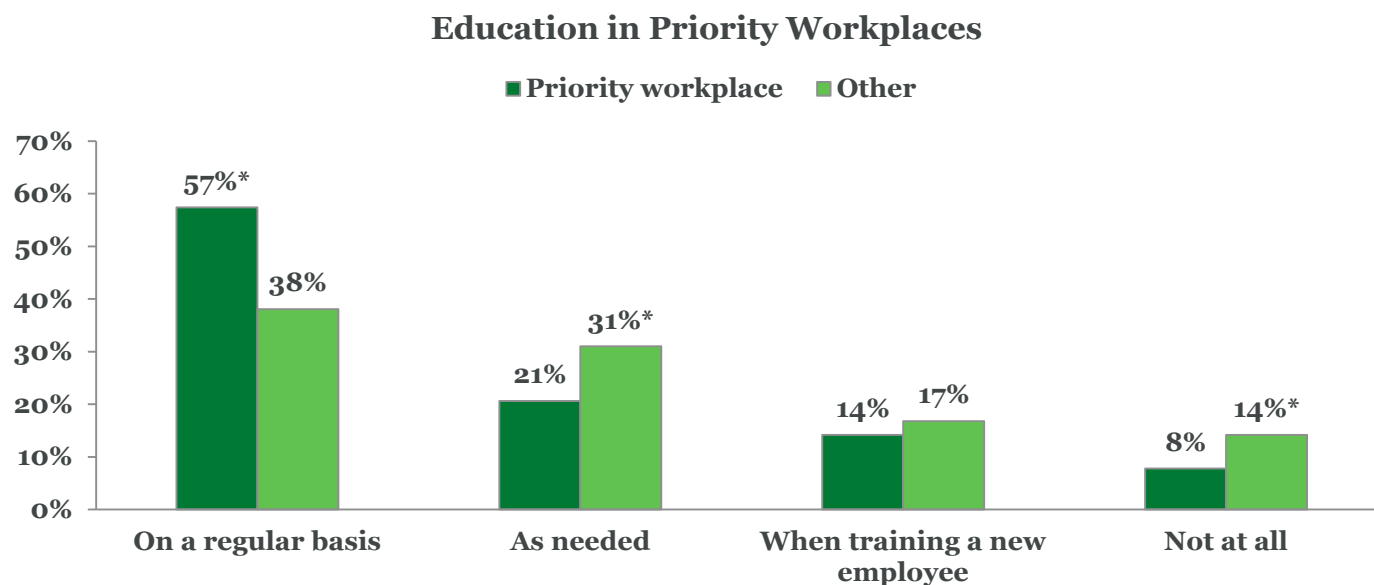
*Letters denote statistically significant difference across noted columns. Differences are statistically significant at the 95% confidence interval.

EDUCATION BY PRIORITY WORKPLACE

A number of “priority workplaces” were also examined in the OSHA module, to best assess respondents who work in potentially hazardous environments. These environments were classified as jobsites where workers reported they regularly work from heights or ladders, or work around machines with moving parts. Additionally, worksites that contain chemicals, dust, or hazardous materials were also included.

The data suggest that workers in these areas were educated on a more regular basis than those who work elsewhere. Of those workers who work in priority workspaces, 57% were educated on a regular basis compared with 38% of those working in other areas.

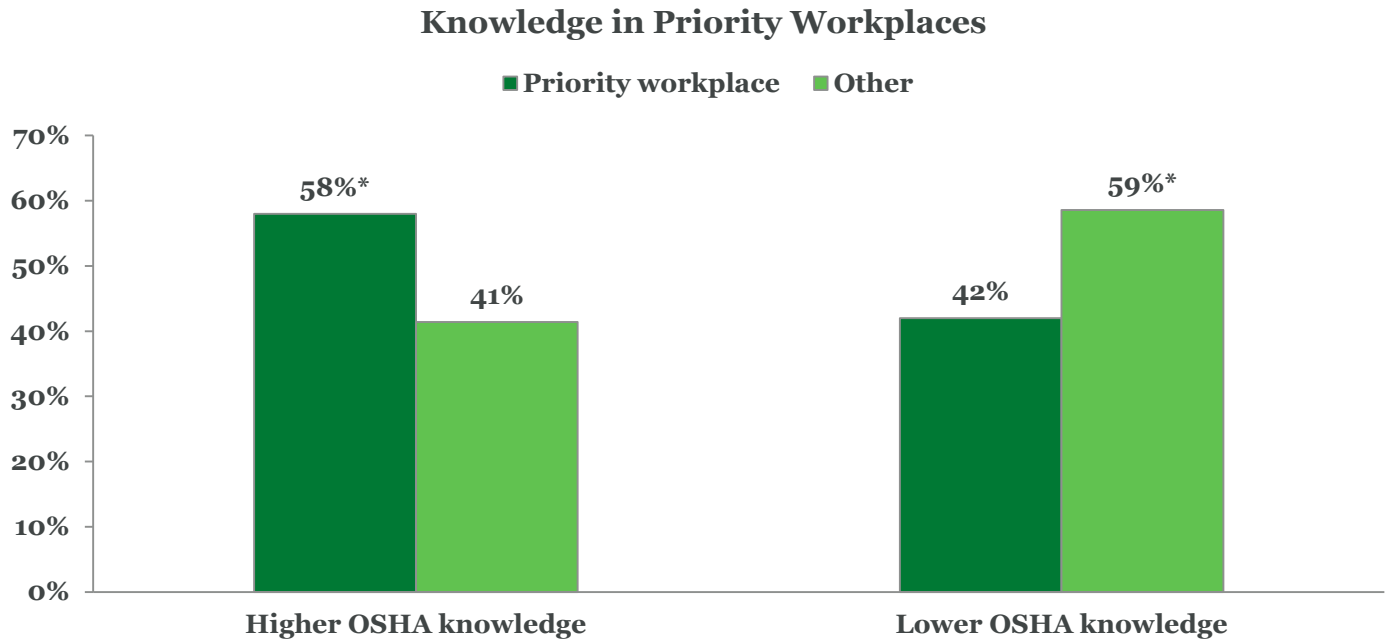
Figure 3: Employer-Provided Education in Priority Workplaces



*Denotes significant difference at the 95% confidence interval

The results of this extra education given to workers in priority workplaces can be seen in their higher levels of knowledge about OSHA regulations when compared with workers in non-priority workspaces. Of those who work in potentially hazardous workplaces, 58% were highly knowledgeable about OSHA rules, significantly higher than the 41% for those who do not work in priority areas.

Figure 4: Knowledge of OSHA-Specific Protections Across Priority Workplaces

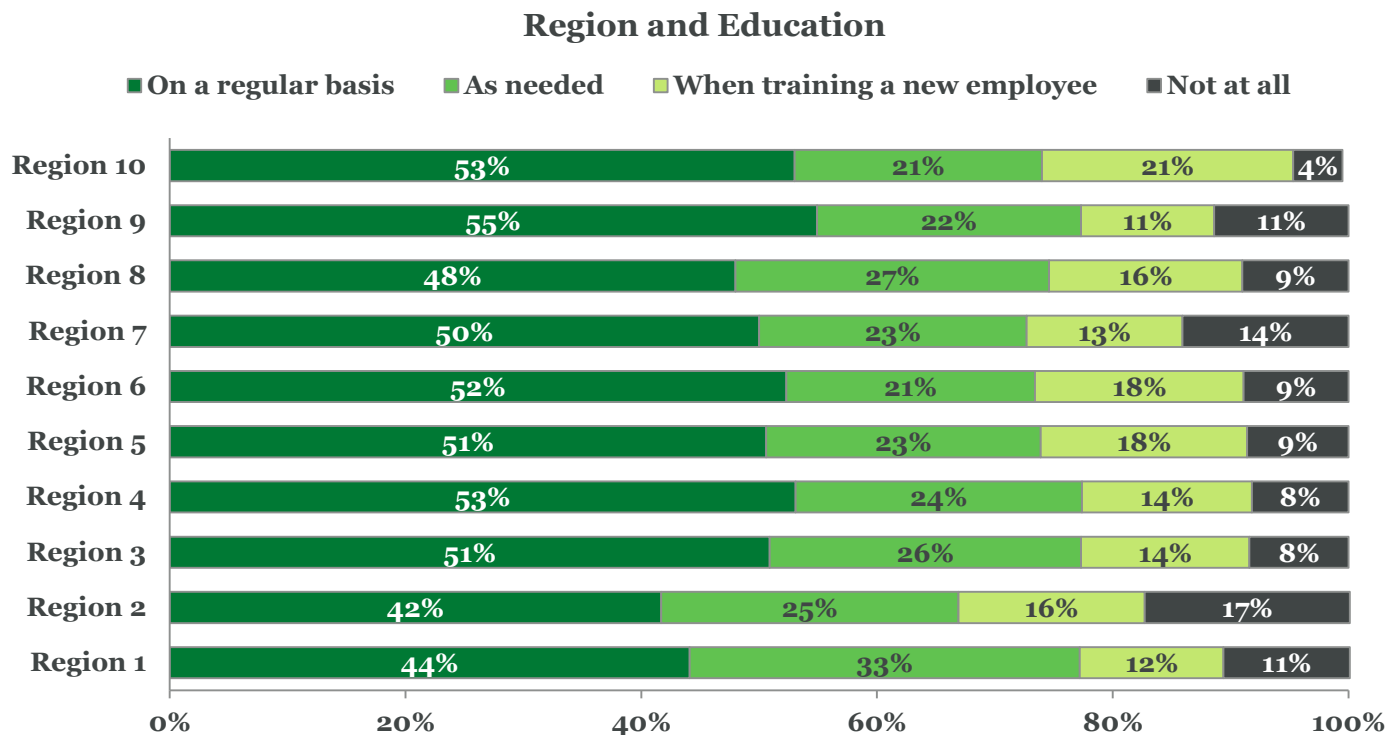


**Denotes significant difference at the 95% confidence interval*

EDUCATION BY REGIONS

Education frequencies are similar across the 10 OSHA regions, indicating that worker education occurs at a fairly consistent level across the U.S. Roughly one-half of all workers reported being educated on a regular basis. The only significant difference occurred in Region 2 (New York and New Jersey) where workers were significantly more likely to report not being educated at all compared with Regions 3, 4, 5, 6, and 10.

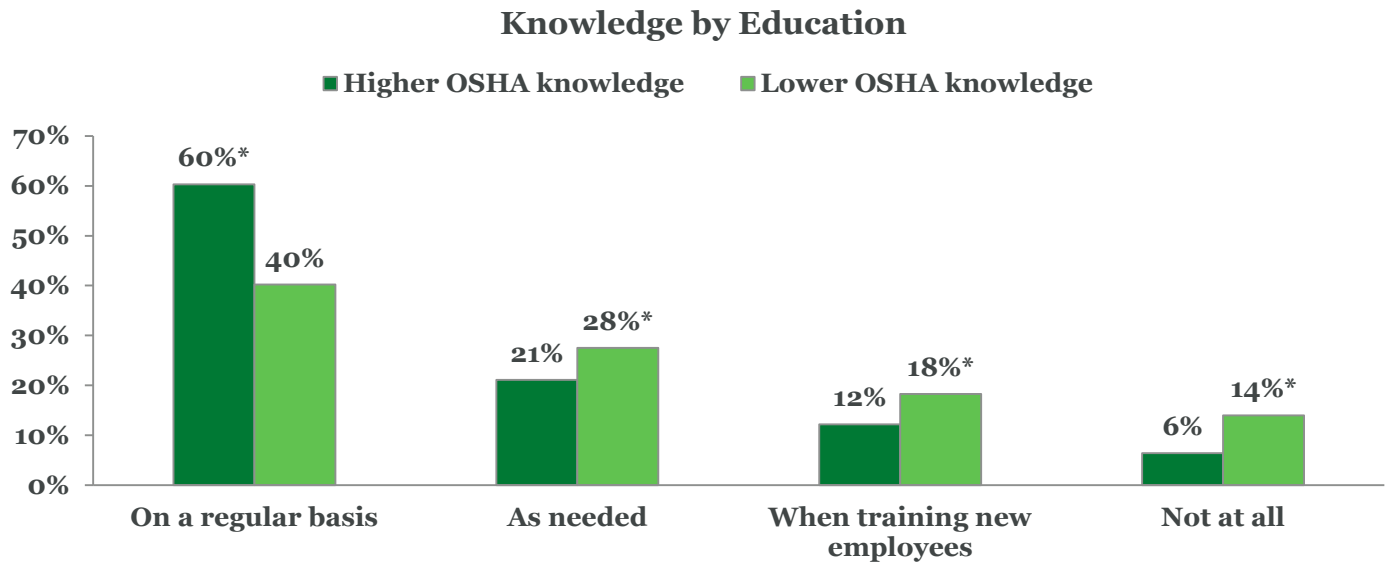
Figure 5: Education on Health & Safety Risks Across OSHA Regions



EDUCATION BY KNOWLEDGE

Knowledge of OSHA-related rights and protections was measured with a binary series of questions testing the respondent’s ability to accurately respond. This crude measure provided some insights on the impact of what common knowledge on health and safety rights can have on a worker’s WRAAK. Knowledge as measured appears to be closely related to workplace education. Sixty percent of workers who scored high in terms of OSHA knowledge were educated on a regular basis; this is significantly higher than the 40% who scored lower in terms of OSHA knowledge.

Figure 6: Knowledge of OSHA-Specific Protections and Education



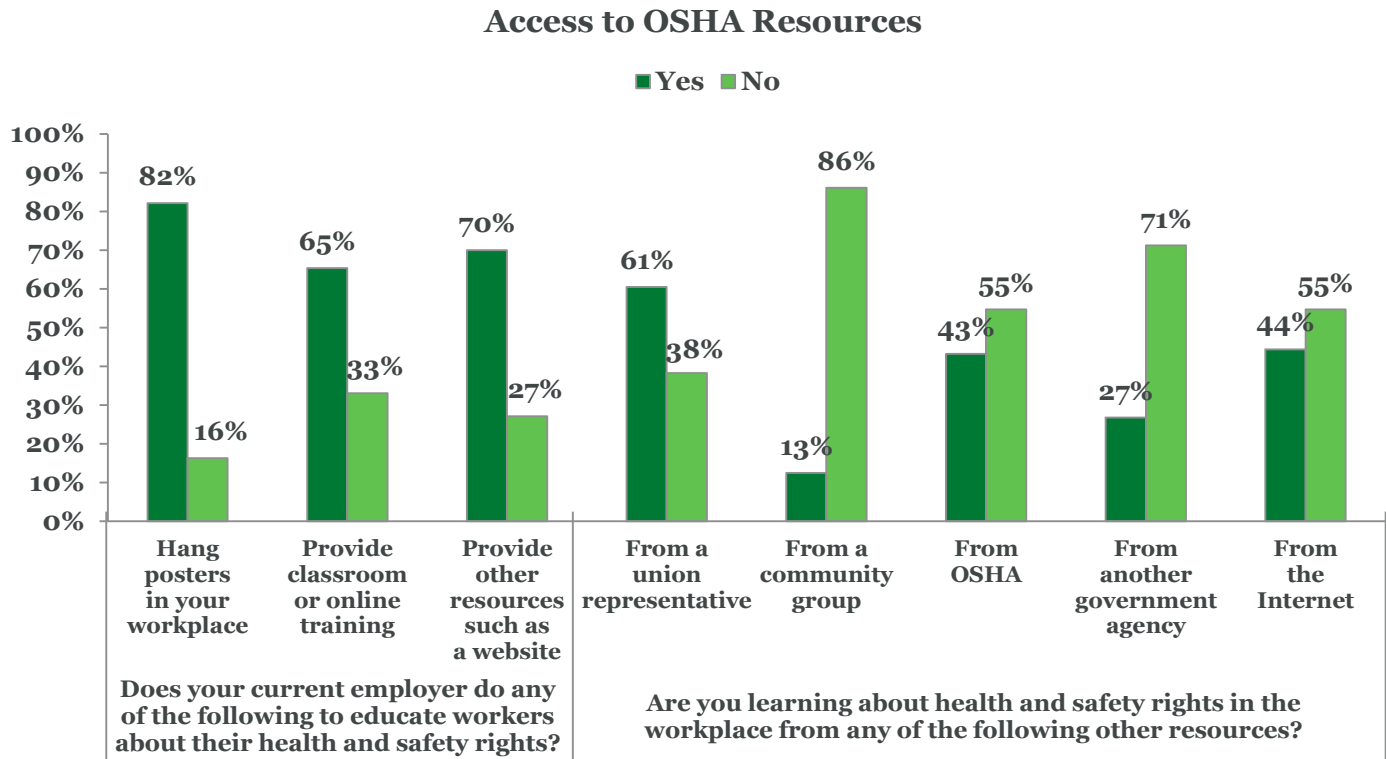
**Denotes significant difference at the 95% confidence interval*

3.0 ACCESS TO INFORMATION ON HEALTH & SAFETY PROTECTIONS

KEY FINDINGS: Working adults who do not have access to information on their health and safety rights and protections were significantly more likely to have lower WRAAK. Additionally, those with access to information were significantly more likely to say they would report a future health or safety violation than those who did not have access.

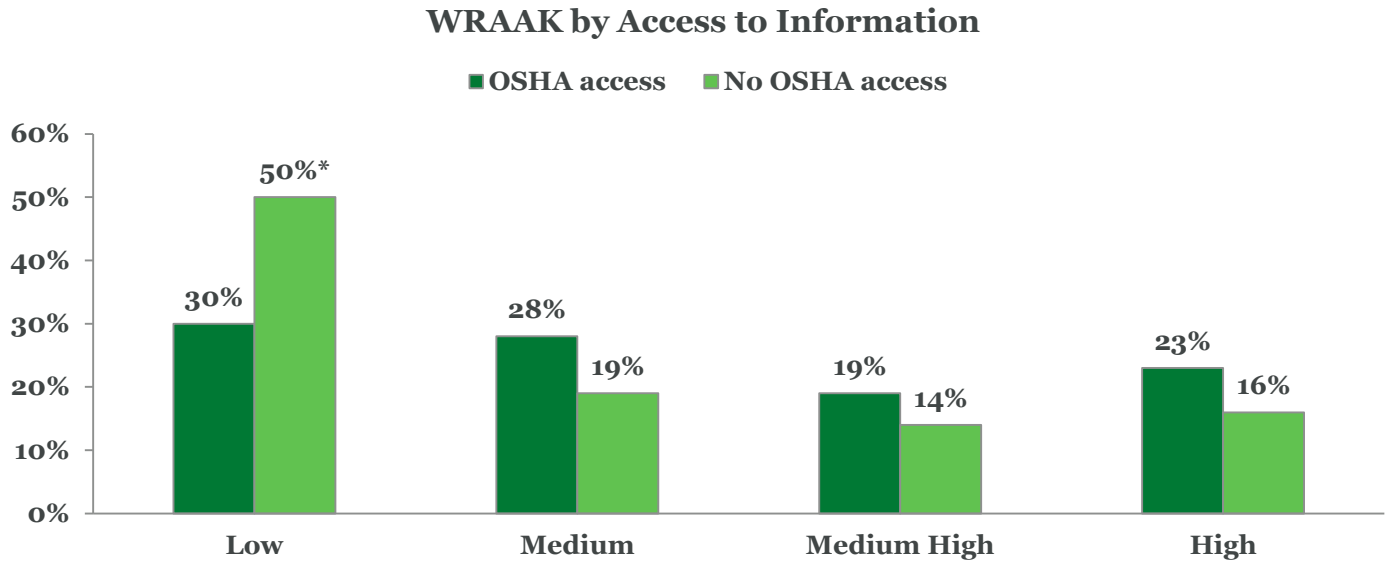
Workers were also questioned on their access to information on health and safety rights, whether they were provided by their employer or by another resource. Overall, most working adults received this information from their employers, with posters hung in workplaces being the most common source (82%). Workers did not obtain information from sources outside of the workplace as often, with community groups being the least utilized (13%). However, among workers who were union members, 61% reported obtaining information on health and safety rights from their union representative.

Figure 7: Sources of Information on Health & Safety Rights and Protections



The number of opportunities workers have to become educated about OSHA regulations, as well as their access to educational materials such as posters can have an impact on their overall WRAAK. Working adults who did not have access to information on their health and safety rights were significantly more likely to have lower WRAAK than those who had access. Of those who reported having no access to information on OSHA protections, 50% had low WRAAK compared with 30% of those who did have access.

Figure 8: WRAAK Levels and Access to Information on Health & Safety Protections



**Denotes significant difference at the 95% confidence interval*

3.1 DEMOGRAPHIC PROFILES FOR OSHA ACCESS

Working adults who completed the OSHA module showed no significant differences among demographics (education, race, age, and gender) when it came to access to information on health and safety rights and protections.

Table 3: Demographic Profile for Access to Information on Health & Safety Rights and Protections

		OSHA access	No OSHA access
		A	B
Education	College graduate or higher	35%	26%
	Some college or vocational	30%	32%
	High school or less	36%	42%
Race and Ethnicity	White	66%	68%
	African American	13%	8%
	Asian	5%	5%
	Hispanic	16%	19%
Age	18-29	25%	29%
	30-44	31%	40%
	45-54	24%	16%
	55+	20%	14%
	Gender	Male	52%
	Female	48%	54%

**Letters denote statistically significant difference across noted columns. Differences are statistically significant at the 95% confidence interval.*

ACCESS BY INDUSTRY

Access to OSHA materials was fairly consistent across industry breakouts, with the exception of union membership. Fifteen percent of workers with access to information on their health and safety rights were in unions compared with 4% of workers covered by a union who reported not having access to this information.

Table 4: Job Profile for Access to Information on Health & Safety Rights and Protections

		OSHA access	No OSHA access
		A	B
Work Type	Blue collar	52%	54%
	White collar	48%	46%
Union Membership	Union	15%*	4%
	Non-union	85%	96%*
Work	Government	17%	8%
	Private company	60%	60%
	Non-profit/Other	22%	30%
Management	Non-management	59%	56%
	Management	41%	42%
Tenure	Less than 1 year on job	15%	18%
	1 year but less than 5 years on the job	30%	39%
	5 or more years on the job	51%	42%
Pay	Hourly	59%	57%
	Salary	36%	34%
	By unit of production	3%	5%
	Daily	1%	3%
Income	Under \$20,000	15%	31%
	\$20,000 - \$29,999	14%	15%
	\$30,000 - \$39,999	11%	12%
	\$40,000 - \$49,999	12%	7%
	\$50,000 - \$74,999	19%	14%
	\$75,000 - \$99,999	9%*	3%
		B	

Table 4: Job Profile for Access to Information on Health & Safety Rights and Protections

		OSHA access	No OSHA access
		A	B
	\$100,000 or more	8%	4%

*Letters denote statistically significant difference across noted columns. Differences are statistically significant at the 95% confidence interval.

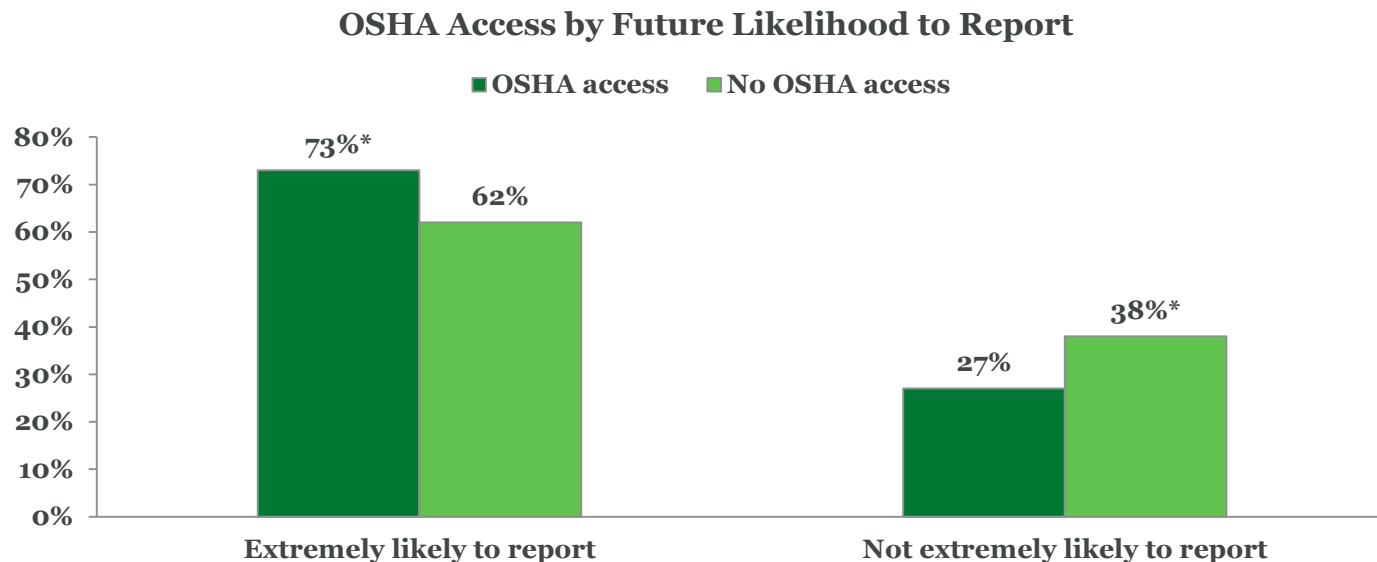
Access to OSHA materials did not have any significant effect on past experience with health and safety violations, or with formally reporting past violations. Of those with access to information on OSHA protections, (62%) had formally reported a violation, which was similar to those without access (58%) who formally reported in the past.

Table 5: Access to Information on Health & Safety Rights and Protections and Experience With Violations

		OSHA access	No OSHA access
Experience with health or safety violations	Experience with an health or safety violation	47%	46%
	No experience with an health or safety violation	53%	54%
Reporting previous health or safety violations	Formally reported health or safety violation	62%	58%
	Did not report health or safety violation	38%	42%

Having access to OSHA materials impacted workers' likelihood to report future violations. Of those who had access to OSHA materials, 73% reported being extremely likely to report a future incident, which was significantly higher than the 62% of those without access to information on OSHA protections who said the same. Similarly, of those without access, 38% were not extremely likely to report a future violation compared with 27% of those with access.

Figure 9: Access to Information and Likelihood to Report a Violation in the Future

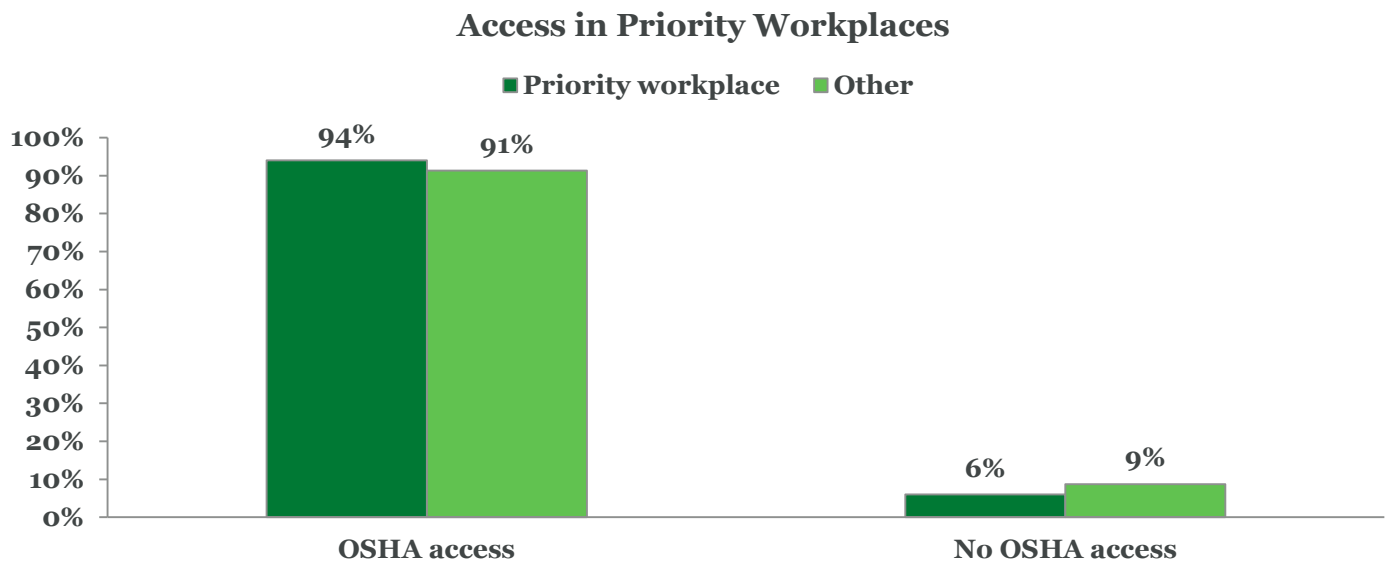


*Denotes significant difference at the 95% confidence interval

ACCESS IN PRIORITY WORKPLACES

Just as workers from priority workplaces have shown higher degrees of education and knowledge about OSHA rules and regulations, they also enjoyed greater access to OSHA materials and information, albeit not significantly. Workers in priority industries have the same access to OSHA materials and information as those in non-priority industries.

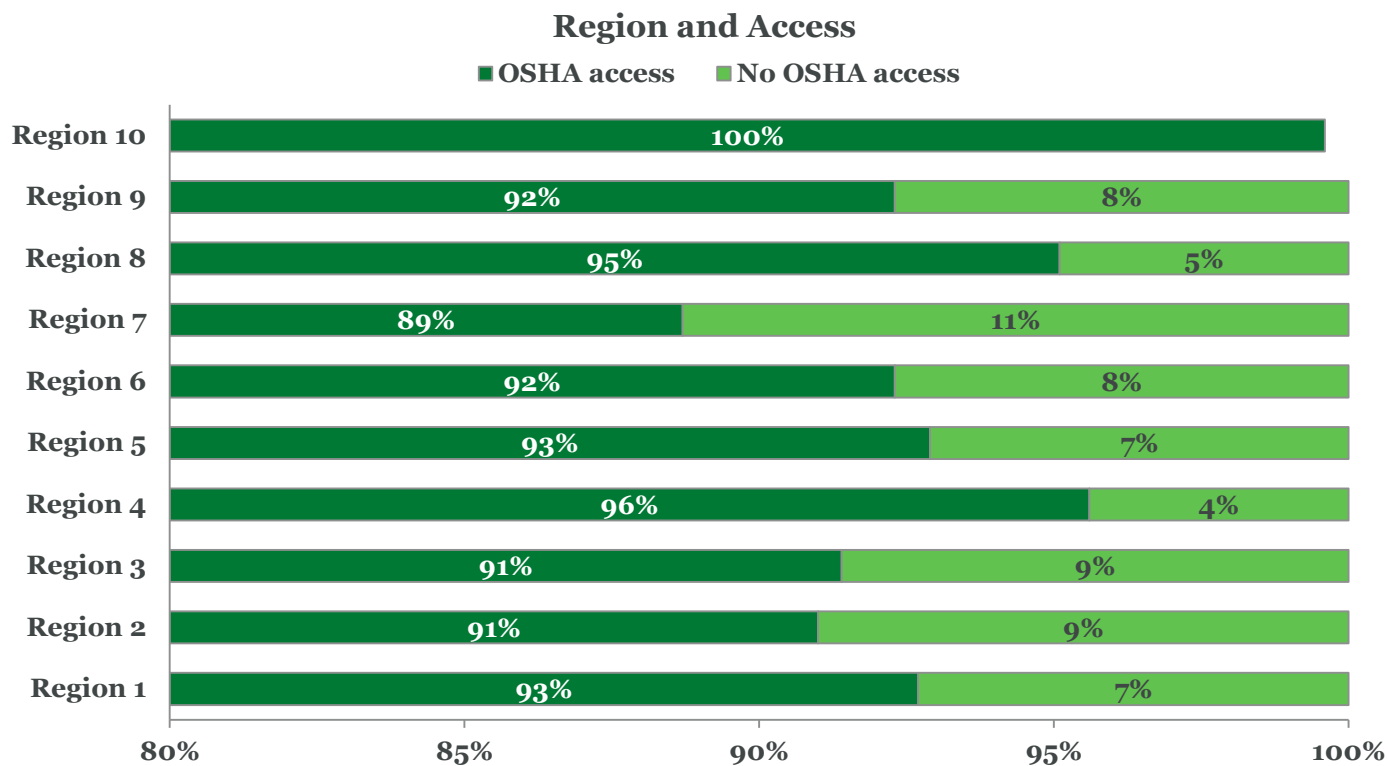
Figure 10: Access to Information on Health & Safety Rights and Protections in Priority Workplaces



ACCESS BY REGIONS

Although some variation occurred in access across the OSHA regions, there were few significant differences. Region 10 (Washington, Oregon, and Idaho) stood out for having the highest reported levels of access (100%), although this was only statistically more significant when compared with Regions 2, 3, and 7.

Figure 11: Access to Information on Health & Safety Rights and Protections Across OSHA Regions



4.0 EXPERIENCE WITH HEALTH & SAFETY VIOLATIONS

KEY FINDINGS: Past experience with health and safety violations correlates to lower WRAAK among workers. Workers who have experience with a violation were also more likely to be covered by a union. Adult workers employed in priority workplaces were significantly more likely to have experience with a past health or safety violation than those employed elsewhere.

Respondents were also questioned about their past experience with health or safety violations. This series of three questions looked at workers having known about a possible risk, workers having been injured or sick due to workplace conditions, and workers who knew someone else who was injured or sick as result of such conditions. This series only looked at workers' past experience with these violations and not their actions (if any) taken as a result.

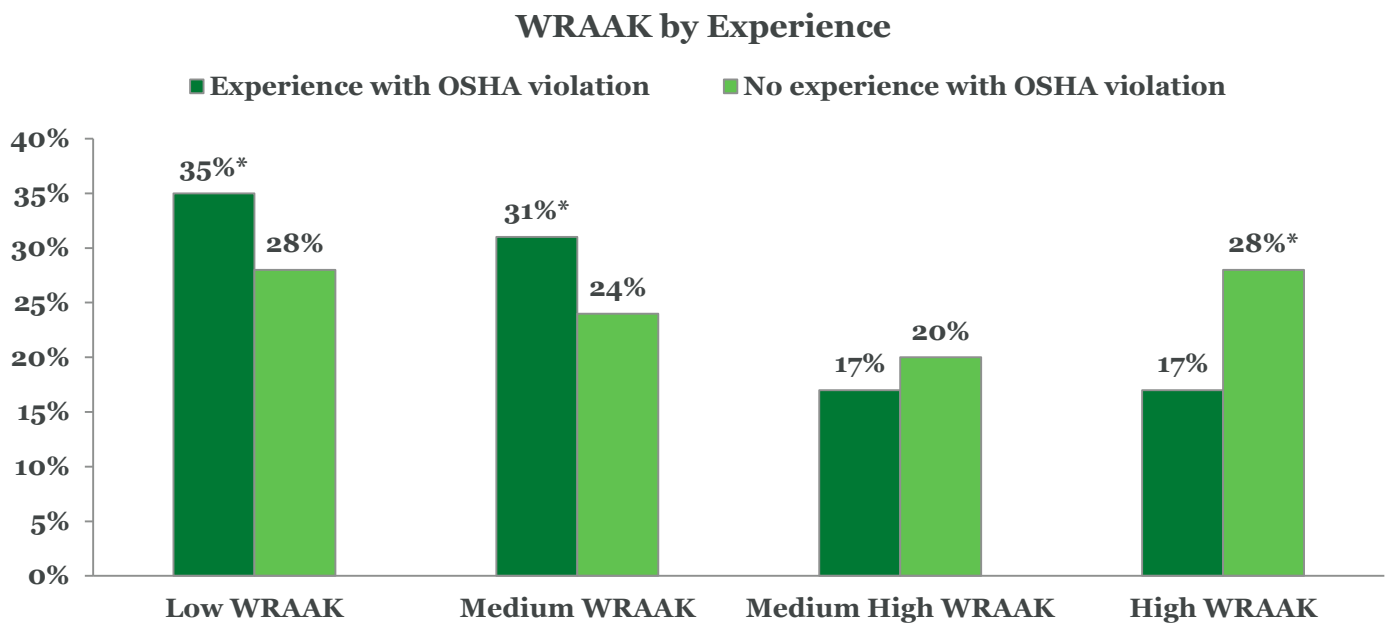
Overall, more than one-third of adult workers surveyed (37%) have known about a possible health or safety violation in their workplaces. Far less (13%) have been personally affected by hazardous conditions at their workplaces, although 31% have known someone who has gotten sick or been injured due to these conditions.

Figure 12: Experience With Specific Health & Safety Violations



For workers, having some type of experience with a health or safety violation in the past can detrimentally affect their WRAAK. Of those workers who reported experience with a past health or safety violation, 35% had low WRAAK, significantly more than the 28% of those who had no experience with a violation and had low WRAAK. The reverse held true for those who have high WRAAK, as those who had no experience with a violation were significantly more likely than those who had an experience with a violation to be in this group (28% vs. 17%, respectively).

Figure 13: WRAAK Levels and Experience With Health & Safety Violations



*Denotes significant difference at the 95% confidence interval

4.1 DEMOGRAPHIC PROFILES FOR EXPERIENCE WITH WORKPLACE VIOLATION

Respondents who reported they had experience with or knew someone who had experience with a health or safety workplace violation were compared with those who had no experience or did not know someone who had experience with a health or safety violation. Table 6 shows a comparison of the key demographic variables.

Respondents who reported they had experience with or knew someone who had experience with a health or safety violation were more likely to have completed some college (35%), while those who had no experience with a violation were more likely to have completed college (37%). With regard to gender, men were more likely to have experience with a violation (57%) compared with those who had no experience with a violation (46%). In contrast, women were significantly more likely to report they had no experience with a violation (54%) compared with the 43% of women who had experience with a violation.

Table 6: Demographic Profile for Experience With Health & Safety Violations

		Experience with violation	No experience with violation
		A	B
Education	College graduate or higher	31%	37%*
	Some college or vocational	35%*	25%
	High school or less	34%	38%
Race and Ethnicity	White	67%	65%
	African American	12%	12%
	Asian	5%	6%
	Hispanic	15%	17%
Age	18-29	24%	27%
	30-44	33%	30%
	45-54	23%	23%
	55+	20%	20%
Gender	Male	57%*	46%
	Female	43%	54%*

*Letters denote statistically significant difference across noted columns. Differences are statistically significant at the 95% confidence interval.

EXPERIENCE BY INDUSTRY

Workers who had experience with a violation were significantly more likely to be in a union (20%) than those who had no experience with a violation (9%). The opposite was true for those who had no experience with a violation as they were more likely to be non-union (91%) compared with those who had experience with a violation (80%). Similarly, (61%) of respondents who had experience with a violation were blue collar workers,

significantly more than the 43% of blue collar respondents who had no experience with a violation. Those who had no experience with a violation were more likely than those who had experience with a health or safety violation to be white collar workers.

Tenure and pay type also proved to be significant indicators when examining the two groups. Notably, the demographic profile for those who received the OSHA module was similar to that for the overall population. With regard to income, those who had no experience with a violation were significantly more likely than those who had an experience with a violation to be in the lowest income grouping.

Table 7: Job Profile for Experience With Health & Safety Violations

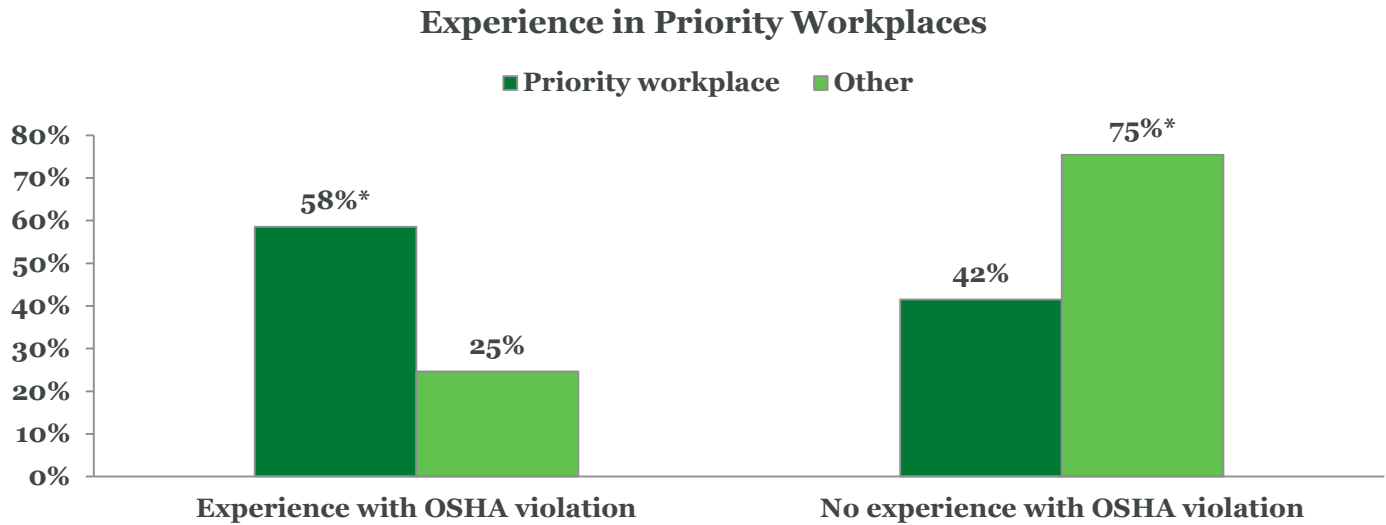
		Experience with violation	No experience with violation
		A	B
Work Type	Blue collar	61%*	43%
		B	
	White collar	39%	57%*
			A
Union Membership	Union	20%*	9%
		B	
	Non-union	80%	91%*
			A
Work	Government	20%*	13%
		B	
	Private company	58%	62%
	Non-profit/Other	21%	23%
Management	Non-management	59%	58%
	Management	41%	41%
Tenure	Less than 1 year on job	14%	18%*
			A
	1 year but less than 5 years on the job	29%	33%
	More than 5 years on the job	57%*	49%
		B	
Pay	Salary	31%	41%*
			A
	Hourly	65%*	53%
		B	
	By unit of production	3%	4%
	Daily	1%	1%
Income	Under \$20,000	14%	19%*
			A
	\$20,000 - \$29,999	14%	14%
	\$30,000 - \$39,999	12%	11%
	\$40,000 - \$49,999	13%	11%
	\$50,000 - \$74,999	22%*	16%
		B	
	\$75,000 - \$99,999	9%	9%
	\$100,000 or more	7%	9%

*Letters denote statistically significant difference across noted columns. Differences are statistically significant at the 95% confidence interval.

EXPERIENCE IN PRIORITY WORKPLACES

Those workers employed in workplaces that feature potentially hazardous situations or materials were significantly more likely to have experienced a health or safety violation than those who do not work in those types of workplaces. Significantly more workers at priority jobsites (58%) have experience with a past health or safety violation than those who work elsewhere (25%).

Figure 14: Experience With Health & Safety Violations in Priority Workplaces

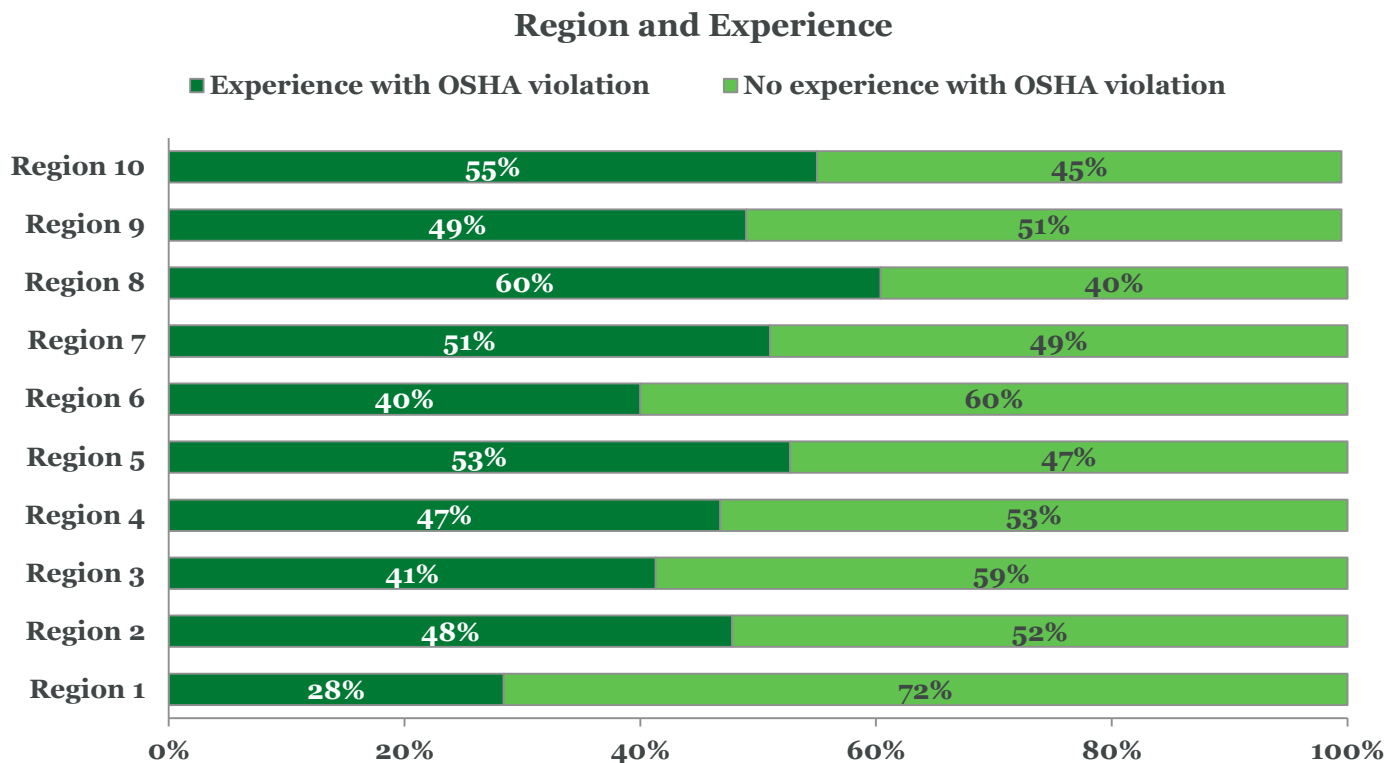


*Denotes significant difference at the 95% confidence interval

EXPERIENCE BY REGION

Region 1 stands out as having the lowest percentage of workers who have experience with a health or safety violation (28%). This was significantly lower than most other regions with the exception of Regions 3 and 6. The Western states of Region 8 have the highest percentage of reported experience with health and safety violations with 60% of workers in those six states having experience with a past violation.

Figure 15: Experience With Health & Safety Violations Across OSHA Regions



4.2 PREDICTORS OF EXPERIENCE WITH HEALTH & SAFETY VIOLATIONS

Using multivariate logistic regressions, odds ratios were calculated to determine the contribution, all things being equal, that a number of workplace factors and demographic variables were associated with adult workers having an experience with a violation. The ratios described how much a given variable increases or decreases the odds of experiencing a violation while holding all other measured variables constant.

The variables associated with experiencing a workplace health or safety violation were:

- Presence of chemicals, dust, or hazardous materials in the workplace
- Employees regularly working from heights in the workplace
- Employees regularly working around equipment or machinery with moving parts in the workplace
- Learning about health & safety rights in the workplace from OSHA
- Educated about health & safety rights from posters in the workplace
- Union status
- Work type
- Pay type
- Overall company size
- Education level
- Region

The work environment plays a crucial role in predicting experience with health and safety violations. Individuals who worked in environments that had chemicals, dust, or hazardous materials had 2.58 times the odds of experiencing a violation than those who are not exposed to these risks in their daily work. Similarly, those who regularly worked around machinery or equipment with moving parts had 1.55 times the odds of having an experience with a violation than those not working around machinery. With regard to company size, individuals working in small (25-49 employees), medium (50-499 employees), and large (more than 500 employees) companies had greater odds of having an experience with a violation compared with those working in very small companies (less than 25 employees).

Union membership and working in a blue collar industry also played a role in having experience with a violation. Union members had 1.99 times the odds of having an experience with a health and safety violation as non-union workers. In addition, blue collar workers had 1.61 times the odds of white collar workers to have an experience with a violation.

The demographic variables associated with having an experience with a violation are pay type and education level. Individuals paid hourly had 1.58 times the odds of those paid a salary to have an experience with a workplace violation. It is interesting to note those who have completed some college or vocational training had 1.71 times the odds of having an experience with a health or safety violation than those with a high school education or less. Table 8 lists all of the variables associated with experience with a health or safety violation.

Table 8: Predictors of Experience With Health & Safety Violations

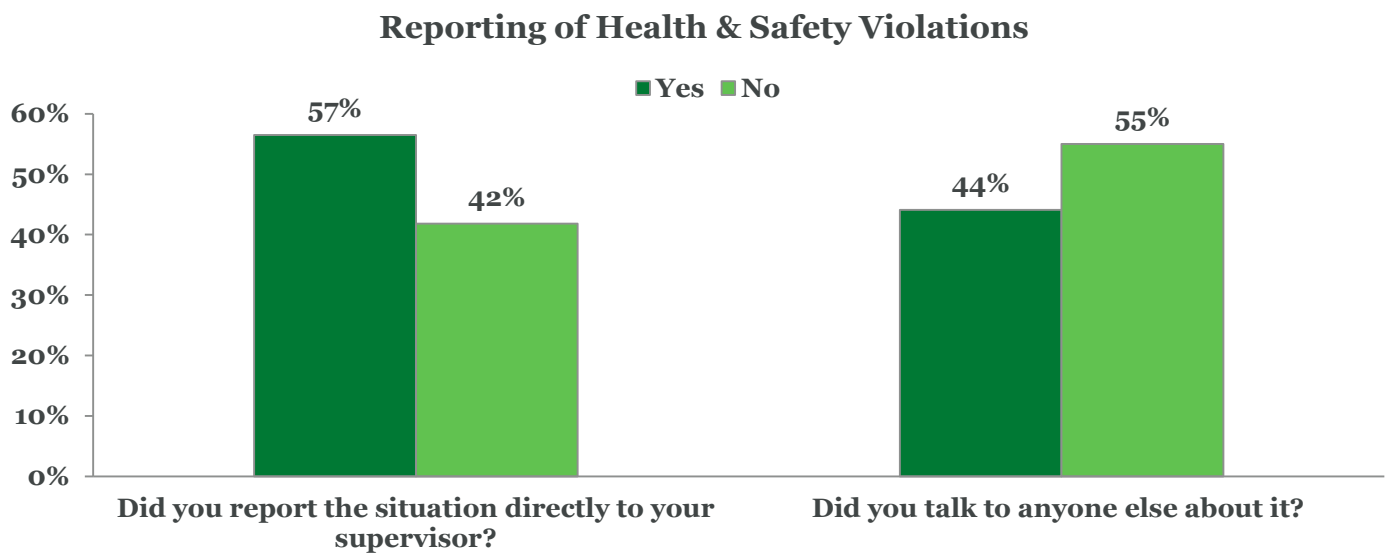
Predictors	Odds Ratio
Chemicals, dust or hazardous materials in the workplace vs. No chemicals, dust or hazardous materials in the workplace	2.58
Regularly working from heights vs. Not regularly working from heights	1.50
Working around machinery with moving parts vs. Not working around machinery with moving parts	1.55
Not educated via posters in workplace vs. Educated via posters in workplace	1.58
Not learning about health and safety rights from OSHA vs. Learn about health & safety rights from OSHA	1.49
Union vs. Non-union	1.99
Blue collar vs. White collar	1.61
Paid hourly vs. Salary	1.58
Large vs. Very small	2.06
Medium vs. Very small	2.02
Small vs. Very small	2.29
Some college or vocational vs. High school or less	1.71
Region 5 vs. Region 1	2.43
Region 8 vs. Region 1	4.35
Region 9 vs. Region 1	2.81
Region 10 vs. Region 1	3.47
Region 8 vs. Region 2	2.15
Region 8 vs. Region 3	2.87
Region 9 vs. Region 3	1.87
Region 8 vs. Region 4	2.25
Region 5 vs. Region 6	1.77
Region 8 vs. Region 6	3.17
Region 9 vs. Region 6	2.05
Region 10 vs. Region 6	2.53

5.0 REPORTING HEALTH & SAFETY VIOLATIONS

KEY FINDINGS: Workers who formally reported a health or safety violation were more likely to have lower WRAAK. Blue collar workers were significantly more likely to have formally reported a violation than white collar workers.

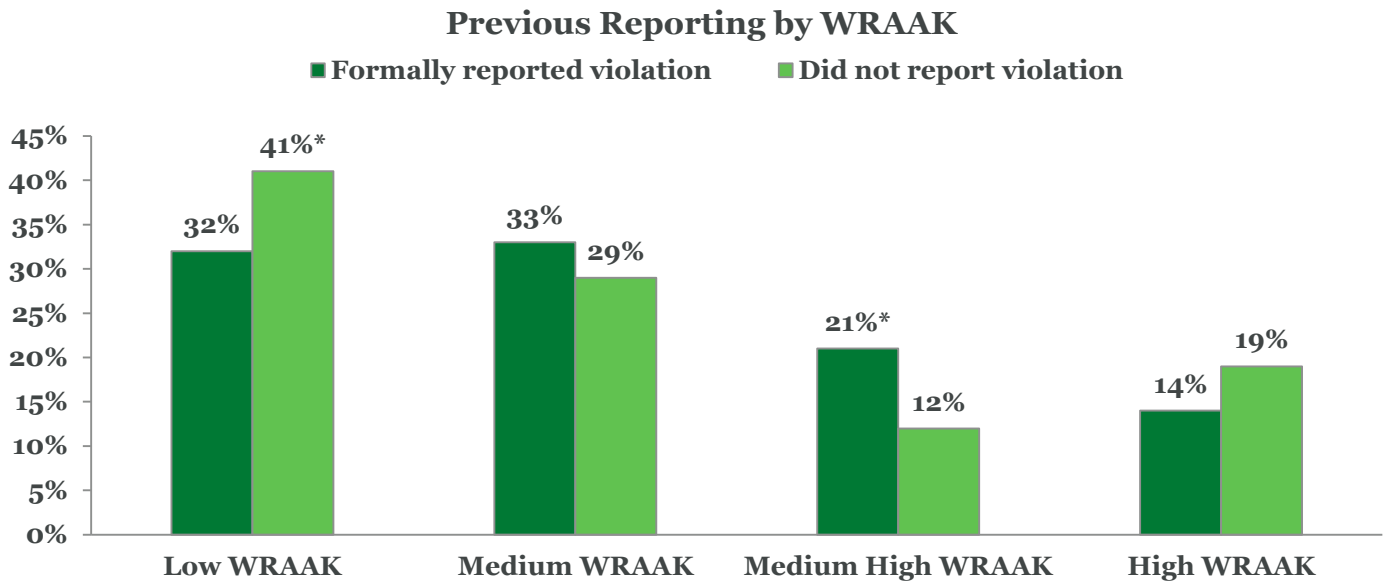
Respondents who reported experience with a health or safety violation were also asked if they reported the violation, either to a supervisor or to someone else. Of those who had experience with a violation, a majority of respondents (57%) reported the situation to their supervisor. However, a minority (44%) reported talking to someone else about it.

Figure 16: Reporting Experience With Health & Safety Violations



Looking at the effect of previous reporting on WRAAK, a slight trend showed that working adults who had not formally reported a violation that occurred within the past 5 years were significantly more likely to have lower WRAAK, while those who had formally reported a violation were significantly more likely to have medium high WRAAK. Of those who had not formally reported, 41% had low WRAAK, versus 32% of those who had formally reported. Furthermore, of those who had formally reported in the past 5 years, 21% had medium high WRAAK, while 12% who had not formally reported had a similar WRAAK level.

Figure 17: WRAAK Levels and Formal Reporting of Health & Safety Violations



**Denotes significant difference at the 95% confidence interval*

5.1. DEMOGRAPHIC PROFILES FOR FORMAL REPORTING OF AN EXPERIENCE WITH HEALTH & SAFETY VIOLATIONS

Reporting an experience with a health or safety violation was fairly consistent across demographics, with no significant differences occurring among respondents by education, race, or gender. However, turning to age, of those who formally reported, 29% were aged 18-29. This was significantly higher than the 20% of that age group who did not report.

Table 9: Demographic Profile for Formal Reporting of Experience With Health & Safety Violations

		Formally reported	Did not report
		A	B
Education	College graduate or higher	27%	34%
	Some college or vocational	38%	33%
	High school or less	35%	33%
Race and Ethnicity	White	63%	74%
	African American	13%	9%
	Asian	6%	3%
	Hispanic	17%	13%
Age	18-29	29%	20%
		B	
	30-44	34%	33%
	45-54	20%	24%
	55+	17%	23%
Gender	Male	60%	52%
	Female	40%	48%

*Letters denote statistically significant difference across noted columns. Differences are statistically significant at the 95% confidence interval.

PREVIOUS REPORTING BY INDUSTRY

Working adults who received the OSHA module differed in their past reporting behavior by a number of industry-related factors including work type and management status. Blue collar workers were significantly more likely to have formally reported a violation than not (65% of blue collar workers reported a health or safety violation versus 55% who had not reported). The same significance was seen among those who have not reported, with 45% of white collar workers not having formally reported a violation in the past 5 years, versus 35% of white collar workers who had. A significant difference was also seen in management status with 69% of those not reporting being non-managers as well, compared with 54% who did formally report.

Table 10: Job Profile for Formal Reporting of an Experience With Health & Safety Violations

		Formally reported	Did not report
		A	B
Work Type	Blue collar	65%*	55%
		B	
	White collar	35%	45%*

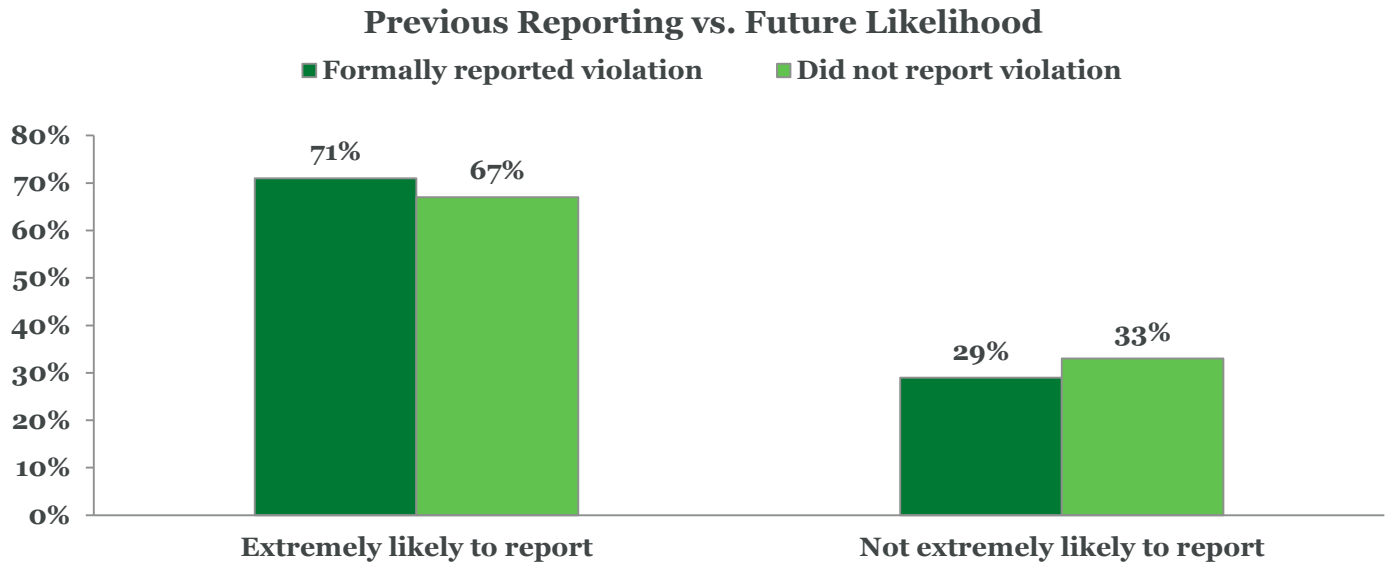
Table 10: Job Profile for Formal Reporting of Experience With Health & Safety Violations

		Formally reported	Did not report
		A	B
			A
Union Membership	Union	19%	20%
	Non-union	81%	80%
Work	Government	19%	20%
	Private company	57%	58%
	Non-profit/Other	23%	19%
Management	Non-management	54%	69%*
	Management	45%	31%
Tenure	Less than 1 year on job	14%	13%
	1 year but less than 5 years on the job	31%	29%
	5 or more years on the job	51%	58%
Pay	Hourly	69%	62%
	Salary	28%	31%
	By unit of production	2%	4%
	Daily	1%	3%
Income	Under \$20,000	15%	14%
	\$20,000 - \$29,999	14%	15%
	\$30,000 - \$39,999	12%	14%
	\$40,000 - \$49,999	13%	15%
	\$50,000 - \$74,999	22%	19%
	\$75,000 - \$99,999	9%	10%
	\$100,000 or more	7%	5%

*Letters denote statistically significant difference across noted columns. Differences are statistically significant at the 95% confidence interval.

Just as with experience, formally reporting a violation did not have an impact on a respondent's likelihood to report a future violation. Of those who had formally reported a past violation (within 5 years), 71% would be extremely likely to report a future incident. This is similar to the 67% of those who had not formally reported a past incident.

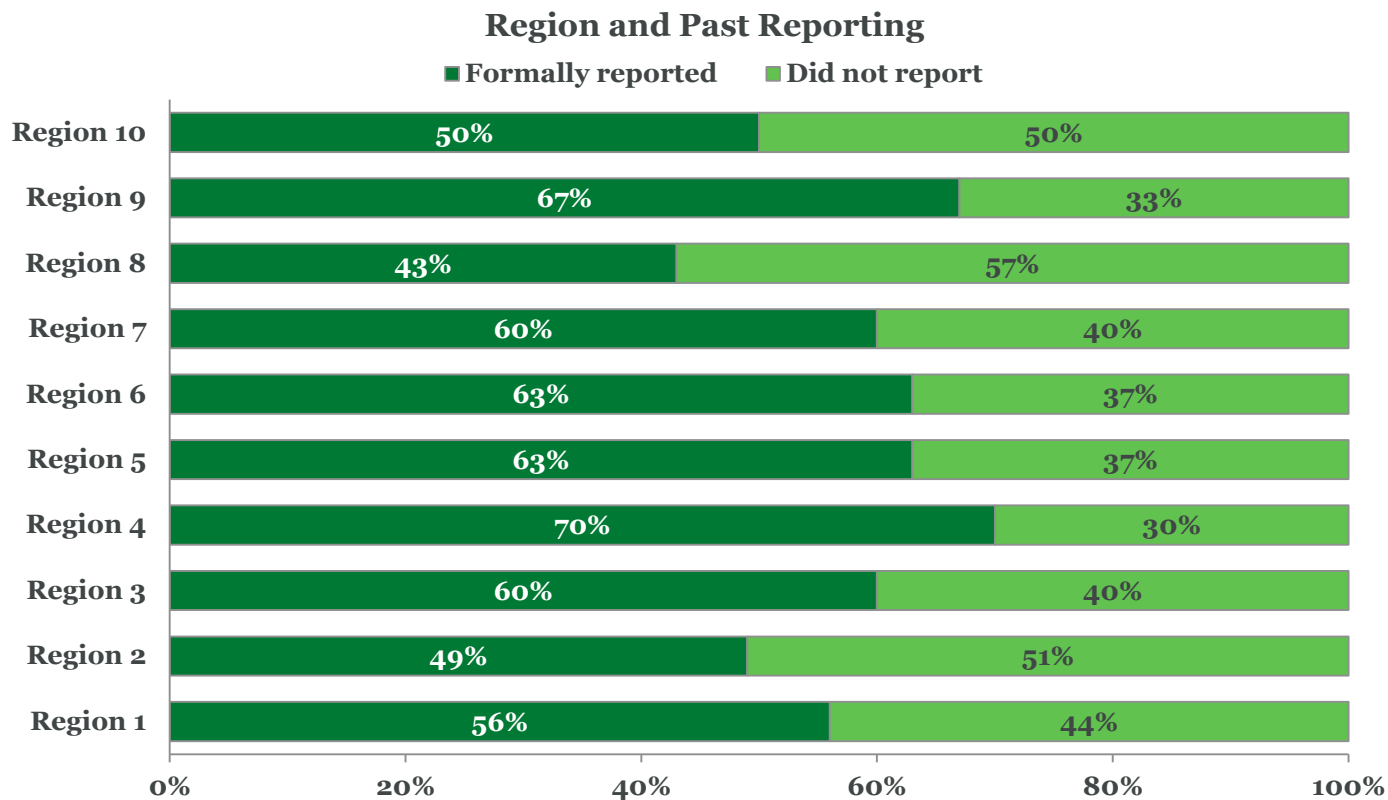
Figure 18: Formal Reporting and Likelihood to Report a Violation in the Future



FORMAL REPORTING BY REGION

No clear patterns or trends manifested for past reporting of health or safety violations among the regions, and few significant differences appeared between individual regions. Region 4, the Southeast, stood out as the area of greatest past reporting with 70% having reported a health or safety violation. This was significantly higher than Region 2 (New York and New Jersey), which had the second lowest incidence rate of reporting at 49%.

Figure 19: Formally Reporting an Experience With Health & Safety Violations Across OSHA Regions



5.2 DEMOGRAPHIC PROFILES FOR FUTURE LIKELIHOOD TO REPORT

Education had a positive influence on workers' likelihood to report a future health or safety violation. Thirty-six percent of those extremely likely to report were college graduates, while 30% would not be extremely likely to report. Furthermore, of those not likely to report, 43% have a high school education or less, versus 33% who would be likely. Race played a role in future likelihood as well, with 71% of likely future reporters being White, which was significantly higher than the 54% who would not report. Finally, male workers were less likely to report a health or safety violation as 58% of those not likely to report were men.

Table 11: Demographic Profile for Future Likelihood to Report Health & Safety Violations

		Extremely likely to report	Not extremely likely to report
		A	B
Education	College graduate or higher	36%	30%
		B	
	Some college or vocational	31%	27%
	High school or less	33%	43%
			A
Race and Ethnicity	White	71%	54%
		B	
	African American	12%	12%
	Asian	5%	7%
	Hispanic	12%	27%
			A
Age	18-29	25%	26%
	30-44	31%	34%
	45-54	23%	23%
	55+	21%	18%
Gender	Male	49%	58%
			A
	Female	51%	42%
		B	

*Letters denote statistically significant difference across noted columns. Differences are statistically significant at the 95% confidence interval.

FUTURE LIKELIHOOD TO REPORT BY INDUSTRY

Looking at future likelihood to report by industry variables, OSHA module respondents did not exhibit many major differences. Workers did not differ widely in regards to work type, union status, or management status. However, workers did differ significantly in terms of pay type and their propensity to report a future violation. Of those workers who indicated that they were not extremely likely to report a future violation, 66% were paid hourly; this was significantly higher than the 56% who were extremely likely to report a health or safety violation.

Table 12: Job Profile for Future Likelihood to Report Health & Safety Violations

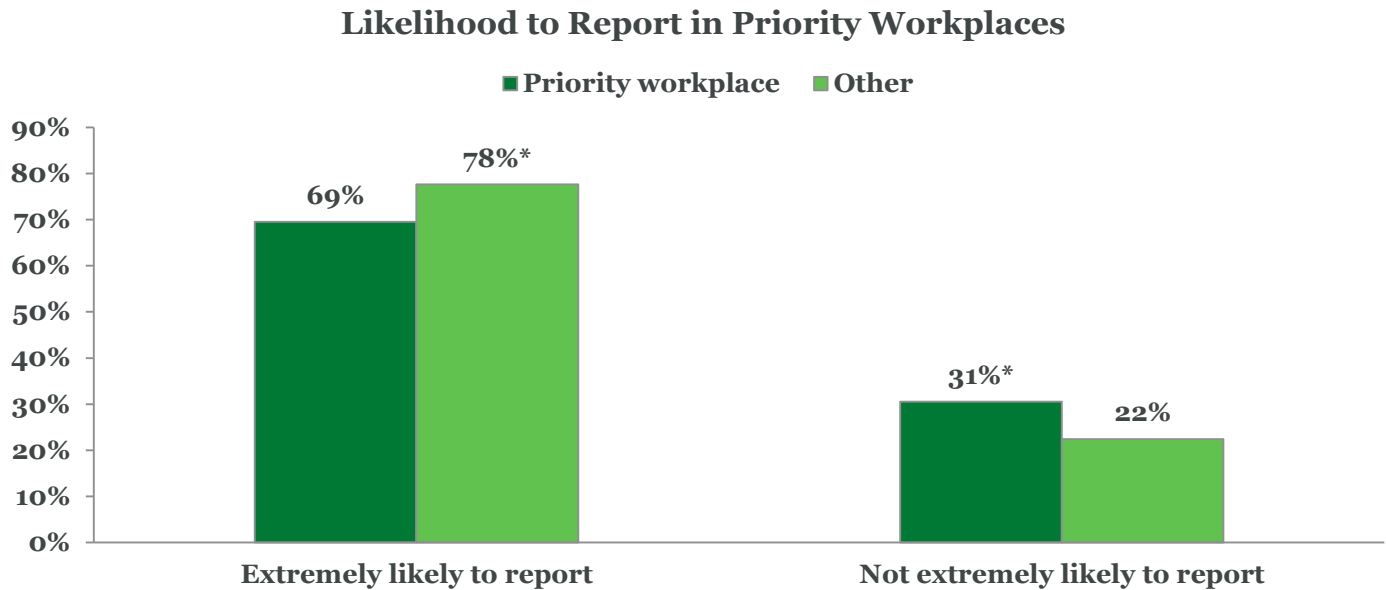
		Extremely likely to report	Not extremely likely to report
		A	B
Work Type	Blue collar	52%	52%
	White collar	48%	48%
Union Membership	Union	14%	13%
	Non-union	86%	87%
Work	Government	17%	16%
	Private company	61%	56%
	Non-profit/Other	21%	25%
Management	Non-management	56%	64%
	Management	43%	35%
Tenure	Less than 1 year on job	16%	16%
	1 year but less than 5 years on the job	29%	35%
	5 or more years on the job	52%	45%
Pay	Hourly	56%	66%
	Salary	39%	28%
	By unit of production	3%	3%
	Daily	1%	2%
Income	Under \$20,000	15%	19%
	\$20,000 - \$29,999	13%	17%
	\$30,000 - \$39,999	11%	11%
	\$40,000 - \$49,999	12%	10%
	\$50,000 - \$74,999	20%	15%
	\$75,000 - \$99,999	9%	8%
	\$100,000 or more	9%	6%

*Letters denote statistically significant difference across noted columns. Differences are statistically significant at the 95% confidence interval.

PRIORITY WORKPLACES AND FUTURE LIKELIHOOD TO REPORT

Interestingly, those who do not work in priority workplaces were significantly more likely to report a health or safety violation than those who work in priority workplaces. Of those who work in non-priority workplaces, 78% were extremely likely to report a violation compared with 69% among those who work in priority workplaces.

Figure 20: Future Likelihood to Report Health & Safety Violations in Priority Workplaces

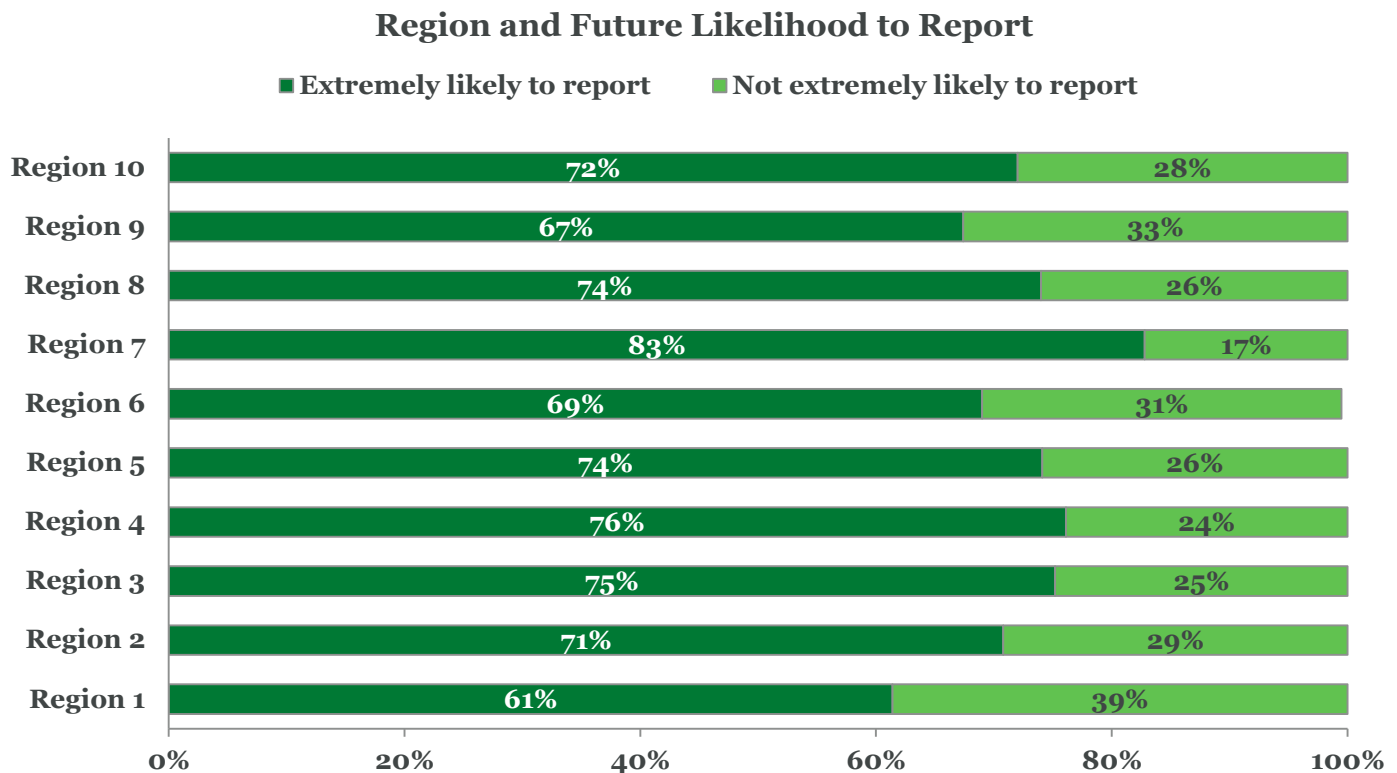


**Denotes significant difference at the 95% confidence interval*

FUTURE LIKELIHOOD BY REGION

Nationwide, workers in all regions were likely to report a future violation, with a majority in every region stating that they would be extremely likely to report very serious or repeated health and safety risks, or if they were sick or injured on the job. The Central Plains states of Region 7 stood out with the highest percentage of workers who indicated being extremely likely to report at 83%. This was significantly higher than the lowest proportion in Region 1, where 61% of workers would be extremely likely to report a future violation.

Figure 21: Future Likelihood to Report Health & Safety Violations Across OSHA Regions



5.3 PREDICTORS OF LIKELIHOOD TO REPORT FUTURE HEALTH & SAFETY VIOLATIONS

Using multivariate logistic regressions, odds ratios were calculated to determine the contribution, all things being equal, that a number of workplace factors and demographic variables were associated with a worker’s willingness to voice future violations. The ratios described how much a given variable increases or decreases the odds of ones likelihood to voice future violations while holding all other measured variables constant.

The variables associated with likelihood to voice future violations were:

- Experience with a health or safety violation
- Educating workers on health & safety rights via website or other materials
- Gender
- Education
- Income

Past experience with a health or safety violation was associated with future likelihood to voice a violation. Individuals who had no experience with a violation had 1.56 times the odds of those who had an experience with a violation to say they would report future violations. Receiving employer education on a regular basis was also indicative of future reporting. Individuals who received regular education had 1.60 and 1.76 times the odds, respectively, of reporting future violations as those who received education as needed or who were educated when training new employees. Similarly, workers who reported having access to information about

health and safety rights via a website or other material had 2.18 times the odds as those who did not have access to these options to say they would report future health and safety violations.

Women had 1.82 times the odds as men to say they would report future health and safety violations. Table 13 lists all of the variables associated with experience with a health or safety violation.

Table 13: Predictors of Likelihood to Voice OSHA

Predictors	Odds Ratio
No experience with violation vs. Experienced with violation	1.56
Educated via website or other materials vs. Not educated via website or other materials	2.18
Female vs. Male	1.82
Educated on a regular basis vs. Educated as needed	1.60
Educated on a regular basis vs. Educated when training new employees	1.76
Income \$100,000 plus vs. Income \$20,000 - \$29,999	1.97

6.0 PREDICTORS OF HIGH WRAAK OSHA

The variables associated with having high WRAAK among OSHA respondents were:

- Experience with a workplace health or safety violation
- Employer education
- Pay type
- Income
- Overall company size
- Education level
- Region
- Employer educating workers on health and safety rights via website or other materials

The odds of being classified as high WRAAK if a worker did not have experience with a workplace health and safety violation were 1.57 times the odds of being classified as high WRAAK if a worker had experience with a violation. The frequency of employer-provided education also has an impact on predicting high WRAAK. Individuals educated on a regular basis had 2.74 times the odds of being classified as high WRAAK as those who received education when training new employees. Additionally, individuals educated on a regular basis were 1.55 times the odds of being classified as high WRAAK as those who received education as needed. With regard to access, it is interesting to note that those who received education from their employer via websites or other sources had 2.07 times the odds of being classified as high WRAAK than those who said they were not educated via these sources.

Working for a very small or small company also played a role in predicting high WRAAK. Individuals who worked for a very small company (fewer than 25 employees) had 3.58 times the odds of being classified as high WRAAK than those who worked for a large company (more than 500 employees). Similarly, those who worked

for a small company (25-49 employees) had 2.40 times the odds of being classified as high WRAAK as those who worked for a large company.

The demographic variables associated with high WRAAK among OSHA respondents were pay type, income, and education level. Individuals making less than \$20,000 had on average 2.3 times the odds of being classified as high WRAAK than those making between \$30,000 - \$99,999. With regard to education level, those with a high school education or less had 1.58 times the odds of being classified as high WRAAK as those who have a college education or higher. Table 14 lists all of the variables associated with having high WRAAK among OSHA respondents.

Table 14: Predictors of High WRAAK OSHA

Predictors for Having High WRAAK	Odds Ratio
Experience with violation vs. No experience with violation	1.57
Educated on a regular basis vs. Educated as needed	1.55
Educated on a regular basis vs. Educated when training new employee	2.74
Paid salary vs. Paid hourly	1.85
Income less than \$20,000 vs. Income \$30,000 - \$39,999	2.34
Income less than \$20,000 vs. Income \$40,000 - \$49,999	2.54
Income less than \$20,000 vs. Income \$50,000 - \$74,999	2.12
Income less than \$20,000 vs. Income \$75,000 - \$99,999	2.19
Company size very small vs. Company size large	3.58
Company size very small vs. Company size medium	3.49
Company size small vs. Company size large	2.40
Company size small vs. Company size medium	2.34
High school or less vs. College graduate or higher	1.58
Region 3 vs. Region 1	2.32
Region 4 vs. Region 1	2.55
Region 5 vs. Region 1	3.17
Region 6 vs. Region 1	2.4
Region 7 vs. Region 1	4.62
Region 8 vs. Region 1	3.35
Region 10 vs. Region 1	3.42
Educated via website or other materials vs. Not educated via website or other materials	2.07

WAGE AND HOUR DIVISION MODULE: WRAAK AND WAGE & HOUR RIGHTS AND PROTECTIONS



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1.0 INTRODUCTION

The Wage and Hour Division (WHD) of the United States Department of Labor (DOL) was established in 1938 as part of the enactment of the Fair Labor Standards Act. The WHD is responsible for enforcing laws that protect workers in virtually all private, State government, and local government employment. As part of its enforcement portfolio, WHD enforces requirements under the Fair Labor Standards Act related to the Federal minimum wage, overtime pay, recordkeeping, and child labor. The WHD mission statement is to “promote and achieve compliance with labor standards to protect and enhance the welfare of the Nation’s workforce.”¹

There were 22 questions in the Wage and Hour module assessing workers’ understanding of their wage and hour rights and laws governing wage and hour standards.

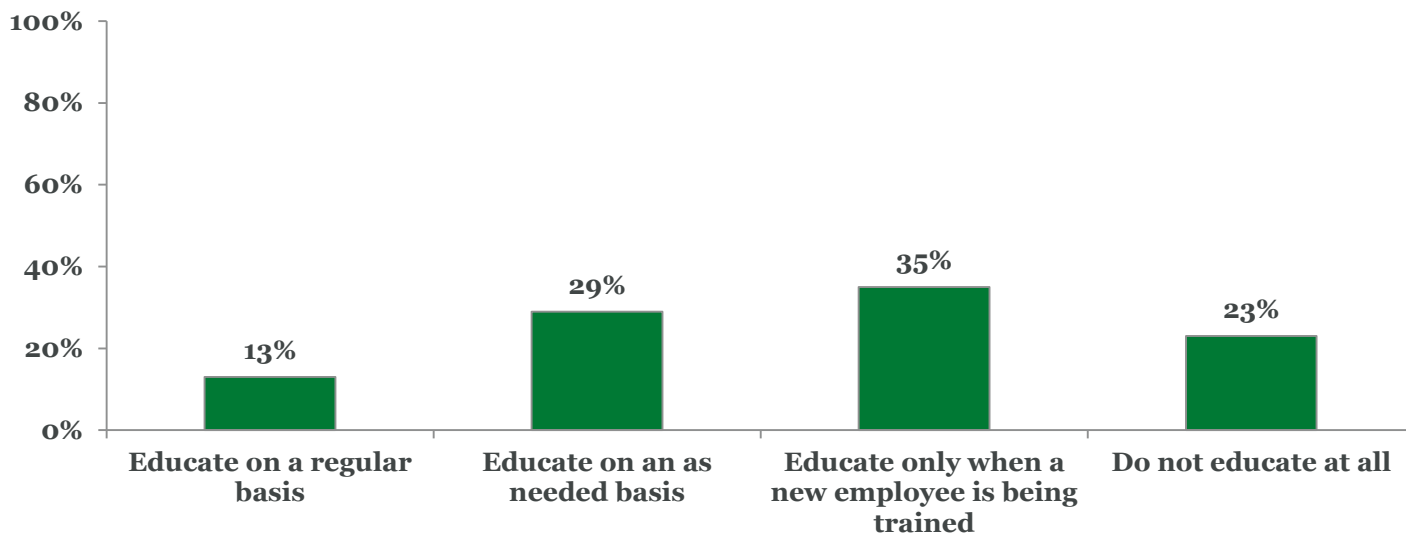
2.0 EDUCATION

KEY FINDINGS: Only 13% of working adults reported receiving regular education on their wage and hour protections. Regular education on WHD rights correlates to higher WRAAK.

When asked about the frequency at which their employer provided education on wage and hour rights, only 13% of the national adult workforce reported being educated on a regular basis. Twenty-nine percent reported they were being educated on their rights on an as needed basis and 35% reported education only as a new employee. Notably, nearly one-quarter of the workforce (23%) reported they received no workplace education on their wage and hour rights.

Figure 1: Employer-Provided Education on Worker Rights

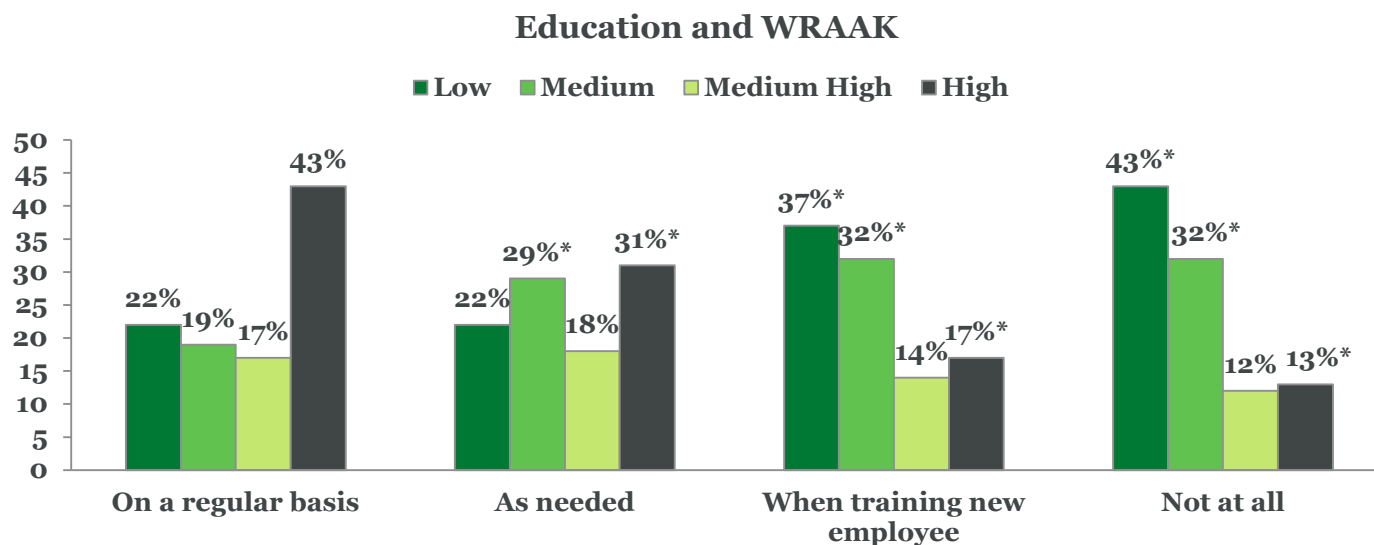
Does your employer educate workers about wage and hour rights on a regular basis, on an as needed basis, only when a new employee is being trained, or not at all?



¹ <http://www.dol.gov/whd/about/mission/whdmiss.htm>

WRAAK varied widely by how often employees were educated. There were significant differences among those who reported being educated or trained on a regular basis and those who reported not receiving any education from their employer. For those educated on a regular basis, 43% had high WRAAK while those who reported not being educated at all only 13% had high WRAAK. Conversely, workers who reported not being educated were significantly more like to have low WRAAK (43% with low WRAAK) compared with those receiving regular education (22% with low WRAAK).

Figure 2: WRAAK Levels and Education on Wage & Hour Rights



*Denotes significant difference from Educated on a regular basis category at the 95% confidence interval

2.1 DEMOGRAPHIC PROFILES FOR WHD EDUCATION

Results from respondents who received the WHD module were analyzed with regard to how often they received education about wage and hour regulations. The analysis focused on respondents who reported receiving education on a regular basis compared with those who said they received no education. Table 1 shows a comparison of the key demographic variables for WHD respondents.

It is interesting to note that there were no significant race and ethnicity differences among those who received regular education and those who received no education in the WHD module. However, there were differences by race and ethnicity for those who reported receiving education on an as needed basis. Similarly, there were no significant differences by gender, education, or age between those who reported receiving regular education and those who reported not receiving any education.

Table 1: Demographic Profile for Education on Wage & Hour Rights

		On a regular basis	As needed	When training new employee	Not at all
		A	B	C	D
Education	College graduate or higher	38%	37%	32%	32%
	Some college or vocational	30%	29%	29%	34%
	High school or less	32%	34%	39%	35%
Race and Ethnicity	White	62%	71%* AC	63%	68%
	African American	17%* B	11%	12%	11%
	Asian	3%	7%	6%	4%
	Hispanic	18%	12%	19%* B	17%
Age	18-29	20%	29%* D	29%* AD	16%
	30-44	33%	30%	33%	34%
	45-54	28%	23%	20%	28%* C
	55+	19%	18%	18%	23%
Gender	Male	52%	52%	50%	51%
	Female	48%	48%	50%	49%

*Letters denote statistically significant difference across noted columns. Differences are statistically significant at the 95% confidence interval.

EDUCATION BY INDUSTRY

When comparing workers according to how they are paid, U.S. working adults who reported they received education on a regular basis were significantly more likely to be salaried employees (46%) compared with respondents who reported they received no education (33%). Additionally, those who said they were provided regular education were significantly more likely to be in management positions (46%) than those holding management positions who reported receiving no education (31%). The opposite was true for those who received no education—they were more likely to report being non-management (69%) compared with those who received regular education (53%).

Notably, those who received no education were significantly more likely than those who received regular education to be employed in the private sector (59%). When comparing those who received regular education versus those who reported receiving no education, a pattern emerged regarding income. Those educated on a regular basis were significantly more likely than those who were not educated at all to make over \$75,000.

There were no significant differences between those who reported being educated regularly and those who reported receiving any education by work type (blue collar or white collar), union status, or job tenure. However, workers who have been at their jobs less than 1 year were significantly more likely to report having received education only when being trained as a new employee.

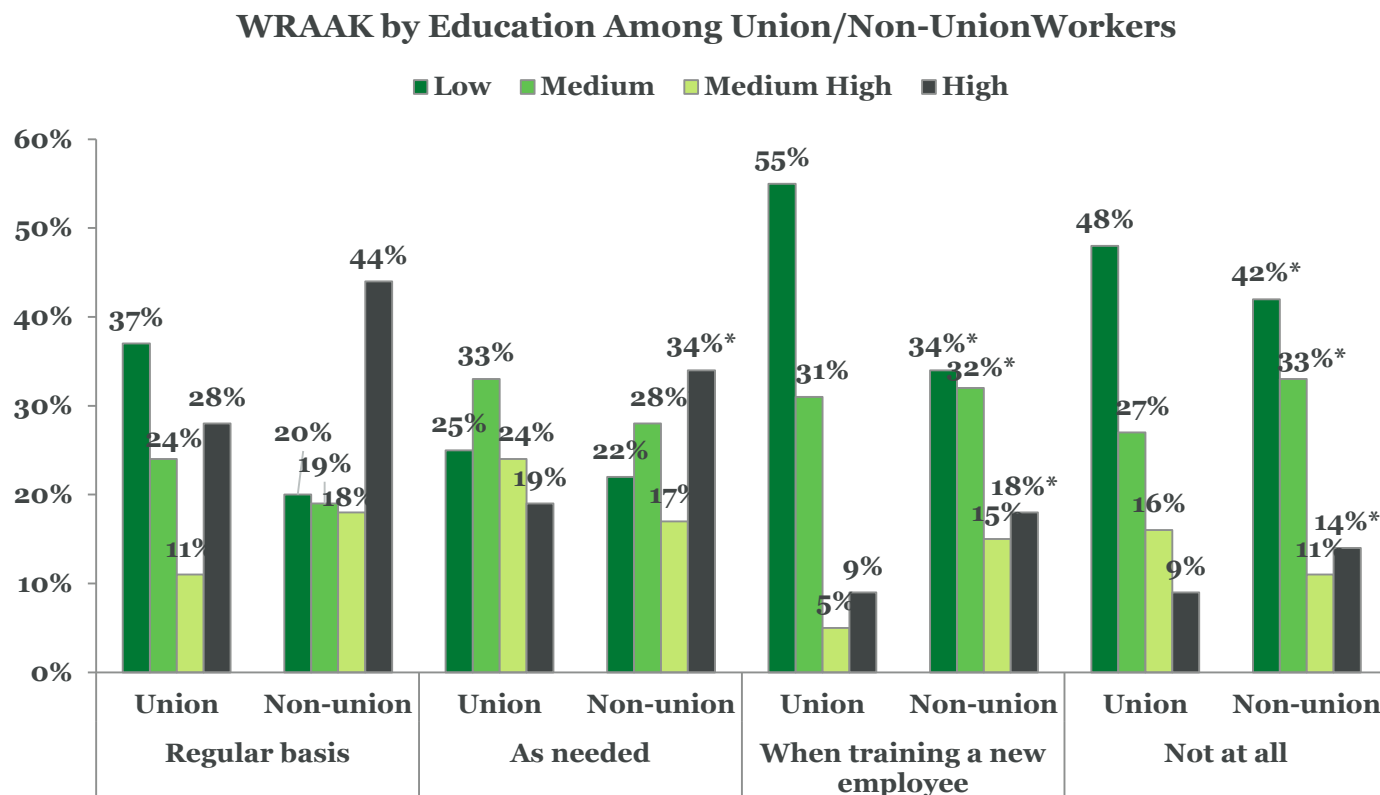
Table 2: Job Profile for Education on Wage & Hour Rights

		On a regular basis	As needed	When training new employee	Not at all
		A	B	C	D
Work Type	Blue collar	50%	51%	56%	56%
	White collar	50%	49%	44%	44%
Union Membership	Union	13%	18%	14%	15%
	Non-union	87%	82%	86%	85%
Work	Government	18%	18%	15%	17%
	Private company	47%	58% A	57% A	59% A
	Non-profit/Other	29%	22%	25%	22%
Management	Non-management	53%	58%	65% A	69% AB
	Management	46% CD	42% CD	34%	31%
Tenure	Less than 1 year on job	14%	16%	19% D	13%
	1 year but less than 5 years on the job	30%	26%	31%	29%
	More than 5 years on the job	56%	58% C	49%	58% C
Pay	Hourly	51%	55%	64% AB	60%
	Salary	46% CD	41% C	30%	33%
	By unit of production	2%	4%	4%	3%
	Daily	1%	1%	2%	3%
Income	Under \$20,000	21%	19%	21%	17%
	\$20,000 - \$29,999	11%	11%	14%	18% B
	\$30,000 - \$39,999	9%	15%	16%	17% A
	\$40,000 - \$49,999	9%	14%	15%	13%
	\$50,000 - \$74,999	19%	19%	17%	19%
	\$75,000 - \$99,999	14% D	12% D	8%	7%
	\$100,000 or more	17% BCD	10%	10%	9%

*Letters denote statistically significant difference across noted columns. Differences are statistically significant at the 95% confidence interval.

Non-union workers educated on a regular basis were significantly more likely to have high WRAAK than those workers who reported receiving education less frequently, regardless of union status. The same was true for those educated on an as needed basis who were not in a workplace covered by a union. Those educated less often, either only when being trained as a new employee or not at all, and in a union were significantly more likely to have low WRAAK than those educated more often, regardless of union status. This suggests that employer-provided education has a greater impact on WRAAK than union status.

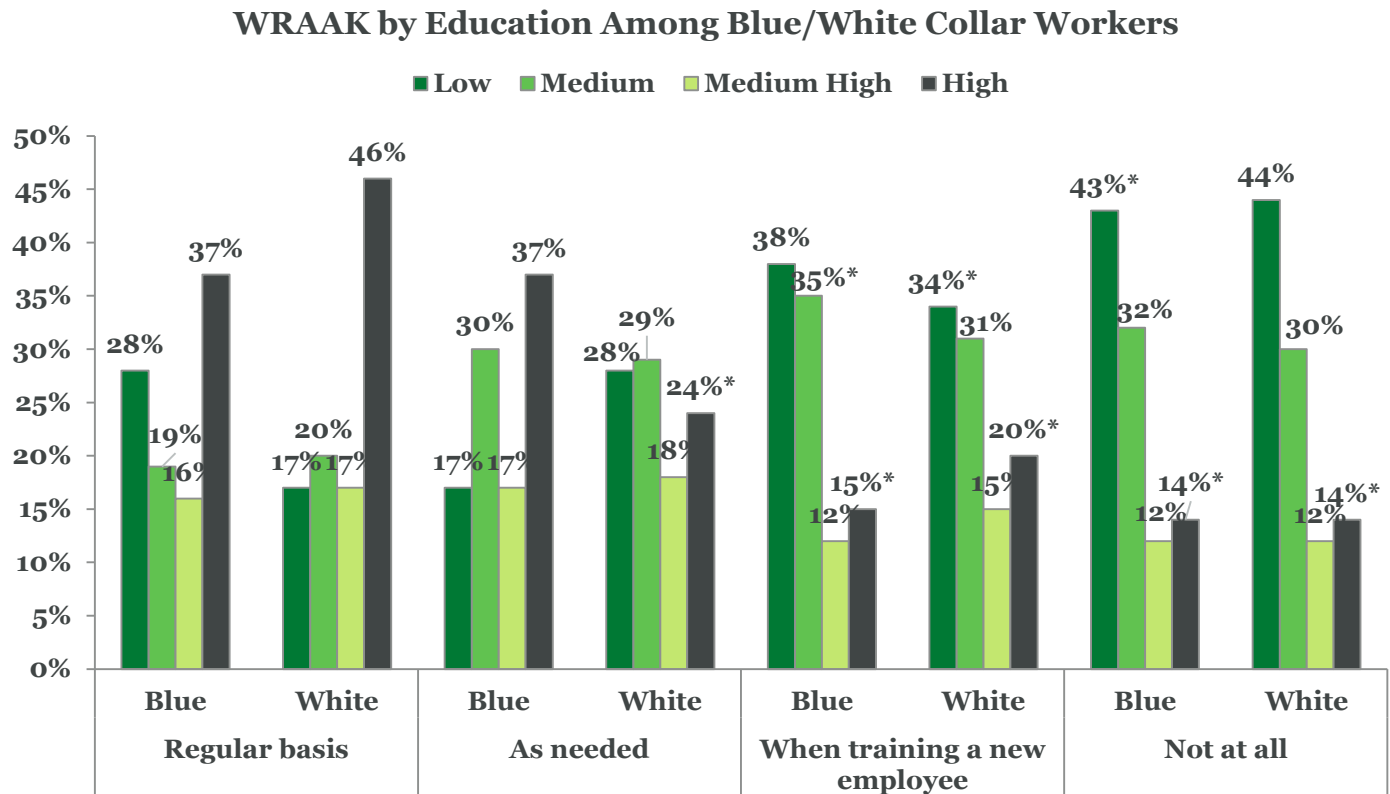
Figure 3: WRAAK and Employer-Provided Education by Union Status



*Denotes significant difference from Educated on a regular basis category at the 95% confidence interval

Workers educated on a regular basis, regardless of work type (blue or white collar), were significantly more likely to have high WRAAK than those educated only when training a new employee and those not educated at all. Additionally, workers who reported not receiving any education, regardless of work type, were significantly more likely to have low WRAAK than those educated on a regular basis or on an as needed basis. The only workers with differences between blue and white collar work types were those who reported being educated on an as needed basis—blue collar workers were significantly more likely than their white collar counterparts to have high WRAAK. Notably, these findings confirmed that regular employer-provided education had a greater impact on workers' WRAAK than the work type.

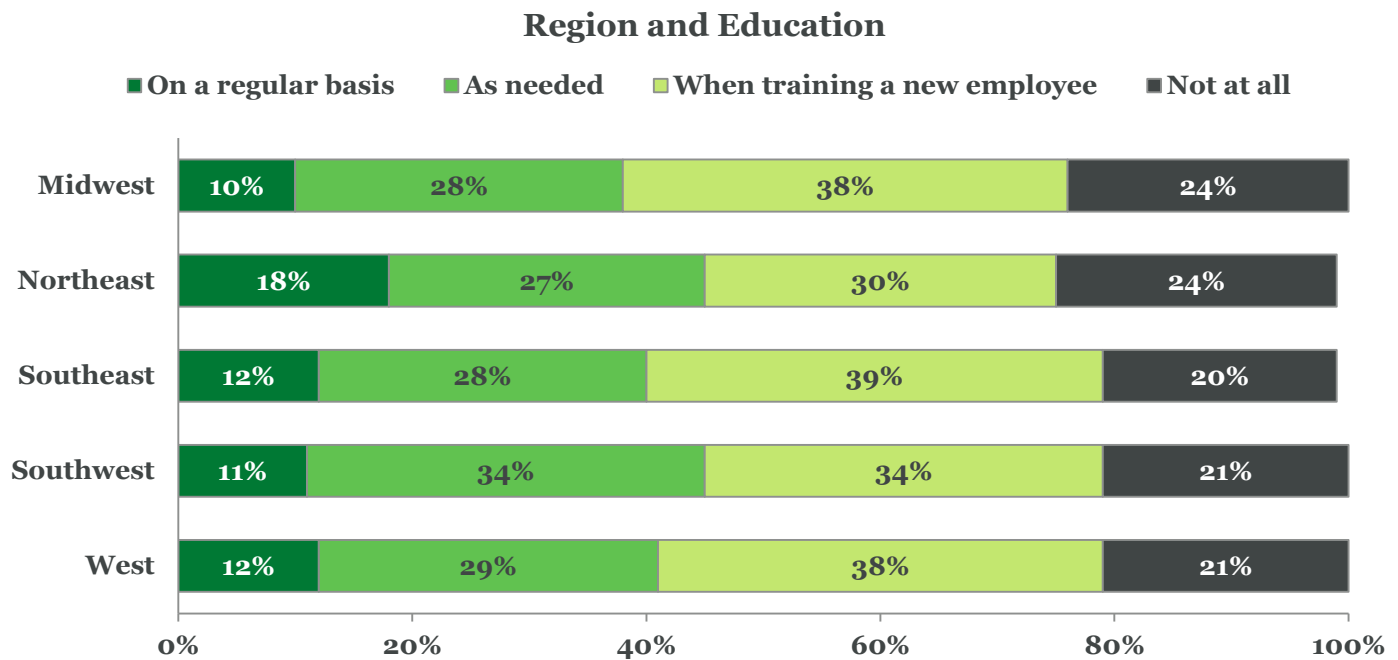
Figure 4: WRAAK and Employer-Provided Education by Blue/White Collar



EDUCATION BY REGION

When comparing employer-provided education across WHD regions, workers in the Northeast were significantly more likely than those in the Midwest and Southwest regions to report receiving education on a regular basis. Notably, workers in the Midwest and Southeast were significantly more likely than those in the Northeast to report they only received education when they were first hired. Nevertheless, the frequency of employer-provided education was similar across all the regions.

Figure 5: Education on Wage & Hour Rights Across WHD Regions



3.0 ACCESS

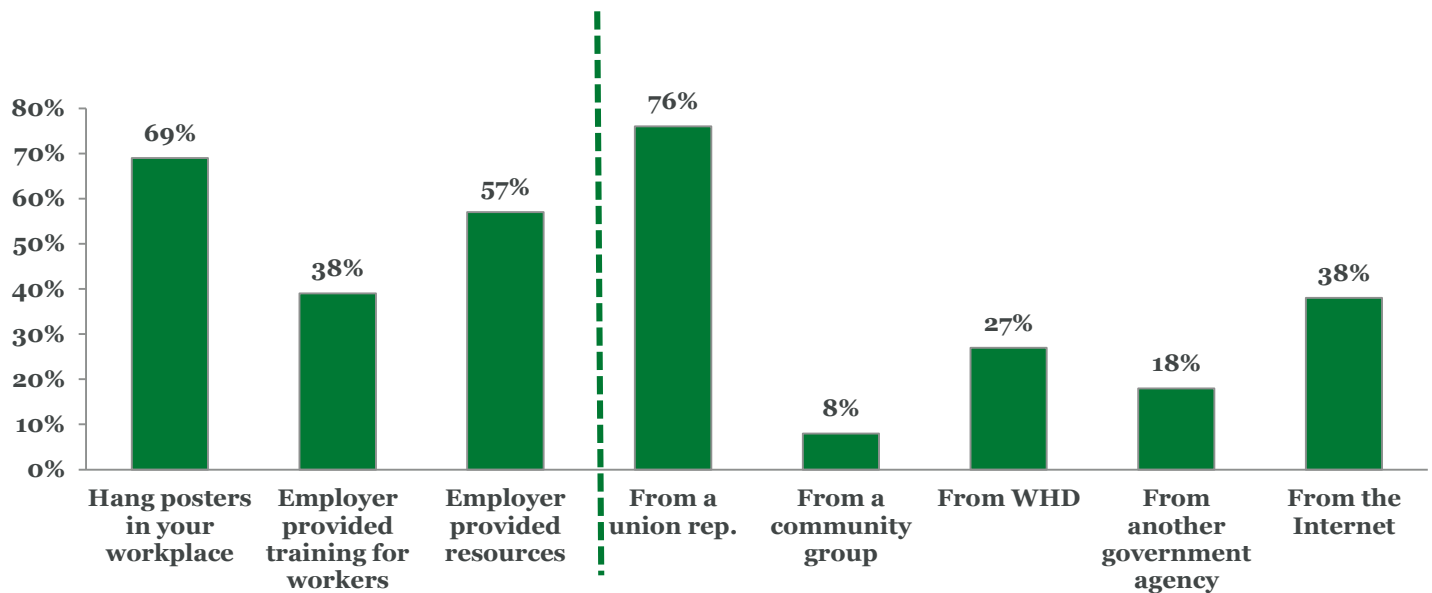
KEY FINDINGS: Working adults who do not have access to information on their wage and hour rights were significantly more likely to have lower WRAAK. Additionally, those with access to information were significantly more likely to have reported a previous violation and to say they would report a future wage and hour violation than those who did not have access.

When examining workers' access to information on their WHD protections, a majority of the American adult workforce reported getting information from their employers through workplace posters, websites, or employer trainings. The most common access to information on wage and hour rights was through posters in the workplace. Sixty-nine percent of workers reported they received information from posters versus 38% who reported receiving information through employer-provided training and 57% who obtained the information from employer-provided resources (classroom/online training and websites/other materials).

Workers did not obtain information from sources outside of the workplace very often, with the least utilized non-employer-provided source being community groups. Notably, 27% of workers reported accessing their information on wage and hour rights directly from WHD.

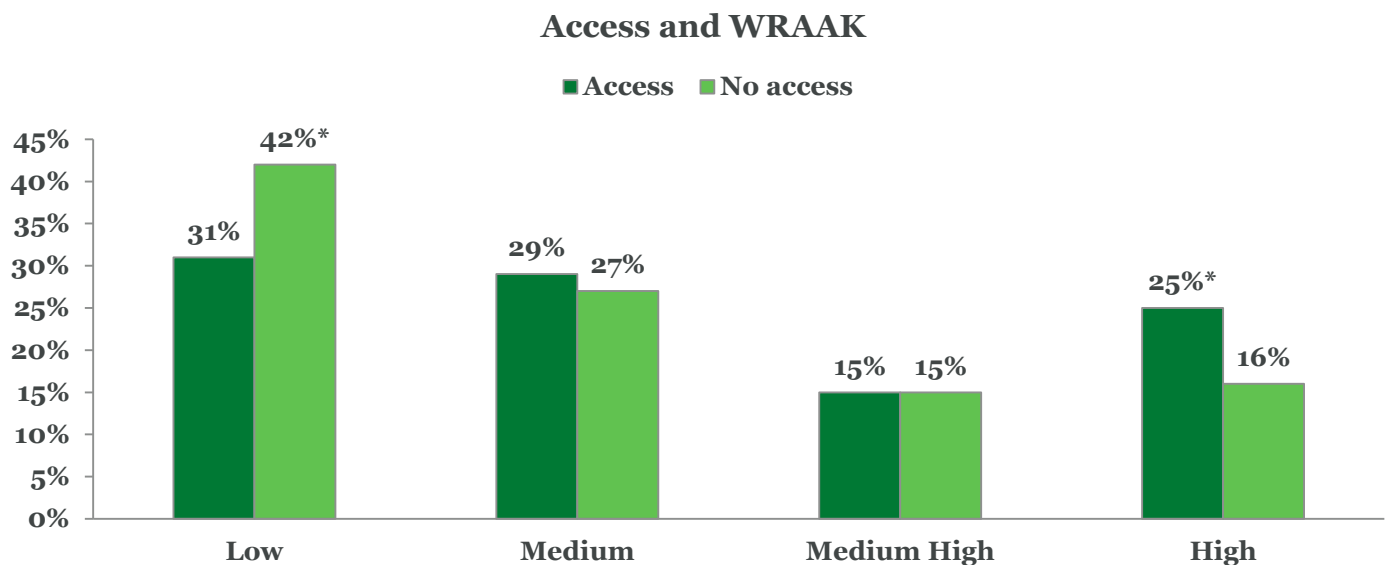
Figure 6: Sources of Information on Wage & Hour Rights

Does your current employer do any of the following to educate workers about their wage and hour rights? Are you learning about wage and hour rights in the workplace from any of the following other resources?



Access to materials on wage and hour rights had a significant impact on a worker's overall WRAAK. Workers without access to information on their wage and hour rights were significantly more likely to have low WRAAK than those who reported having access to this information. Of those who reported not having access to sources of information of WHD rights, 42% had low WRAAK compared with 31% of those who reported having access. Additionally, those with access to information on their wage and hour rights were significantly more likely to have high WRAAK than those without access to wage and hour information (25% high WRAAK for those with access versus 16% for those without access).

Figure 7: WRAAK Levels and Access to Information on Wage & Hour Rights



*Denotes significant difference at the 95% confidence interval

3.1. DEMOGRAPHIC PROFILES FOR WHD ACCESS

Among working adults who completed the WHD module, there were no significant differences by education level, race, or age between those who had access and those who did not. However, men were significantly more likely to have access while women were less likely.

Table 3: Demographic Profile for Access to Information on Wage & Hour Rights

		Access to information	No access to information
		A	B
Education	College graduate or higher	34%	37%
	Some college or vocational	31%	23%
	High school or less	35%	40%
Race and Ethnicity	White	65%	71%
	African American	13%	10%
	Asian	6%	4%
	Hispanic	16%	15%
Age	18-29 years	24%	26%
	30-44 years	33%	28%
	45-54 years	24%	23%
	55+ years	19%	23%
Gender	Male	52%	41%
	Female	48%	59%

**Letters denote statistically significant difference across noted columns. Differences are statistically significant at the 95% confidence interval.*

ACCESS BY INDUSTRY

Workers in workplaces covered by a union were significantly more likely to have access as were those in management positions. There were no significant differences in access by work type, pay type, income, tenure, or by government versus non-government job.

Table 4: Job Profile for Access to Information on Wage & Hour Rights

		Access to information	No access to information
		A	B
Work Type	Blue collar	54%	52%
	White collar	46%	48%
Union Membership	Union	16%	7%
	Non-union	84%	93%
Work	Government	17%	15%
	Private company	56%	57%
	Non-profit/Other	24%	23%
Management	Non-management	61%	73%
	Management	39%	26%
Tenure	Less than 1 year on job	16%	16%
	1 year but less than 5 years on the job	29%	26%
	5 or more years on the job	55%	58%
Pay	Salary	37%	34%
	Hourly	58%	59%
Income	Under \$20,000	18%	24%
	\$20,000 - \$29,999	13%	19%
	\$30,000 - \$39,999	15%	15%
	\$40,000 - \$49,999	13%	15%
	\$50,000 - \$74,999	19%	14%
	\$75,000 - \$99,999	11%	6%
	\$100,000 or more	12%	7%

*Letters denote statistically significant difference across noted columns. Differences are statistically significant at the 95% confidence interval.

Notably, access to information on WHD rights had an impact on several key outcomes. Those with access were more likely to have formally reported a violation in the past 5 years while those without access were less likely to have reported. Among those with access to WHD rights information, 52% formally reported the violation to an employer or some other entity compared with 27% of those without access to WHD rights information. Additionally, workers with access were significantly more likely to report future violations than those without

access (54% among those with access compared with 41% among those without access). There were no significant differences between access to information and experience with a wage and hour violation.

Table 5: Access to Information on Wage & Hour Rights by Experience, Formal Reporting, and Future Reporting

		Access to wage and hour information	No access to wage and hour information
		A	B
WHD experience	Experience with wage and hour violation	26%	27%
	No experience with wage and hour violation	74%	73%
Reporting previous wage and hour violation	Formally reported past violation	52%* B	27%
	Did not report past wage and hour violation	48%	73%* A
Reporting future violations	Extremely likely to report future violations	54%* B	41%
	Not extremely likely to report future violations	46%	59%* A

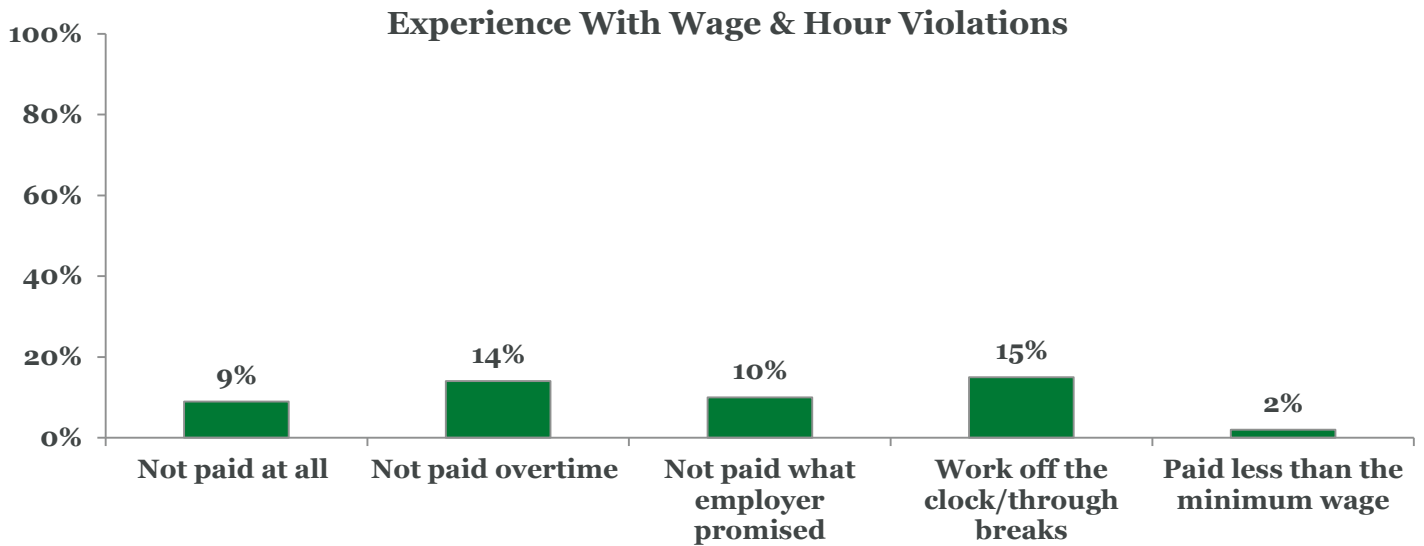
*Letters denote statistically significant difference across noted columns. Differences are statistically significant at the 95% confidence interval.

4.0 EXPERIENCE

KEY FINDINGS: Workers who had an experience with a wage and hour violation were significantly more likely to have low WRAAK. Hispanic workers were significantly more likely to have had an experience with a wage and hour violation. Blue collar workers were significantly more likely to have had an experience with a violation. Workers who had an experience with a wage and hour violation were significantly less likely to say they were extremely likely to report future wage and hour violations.

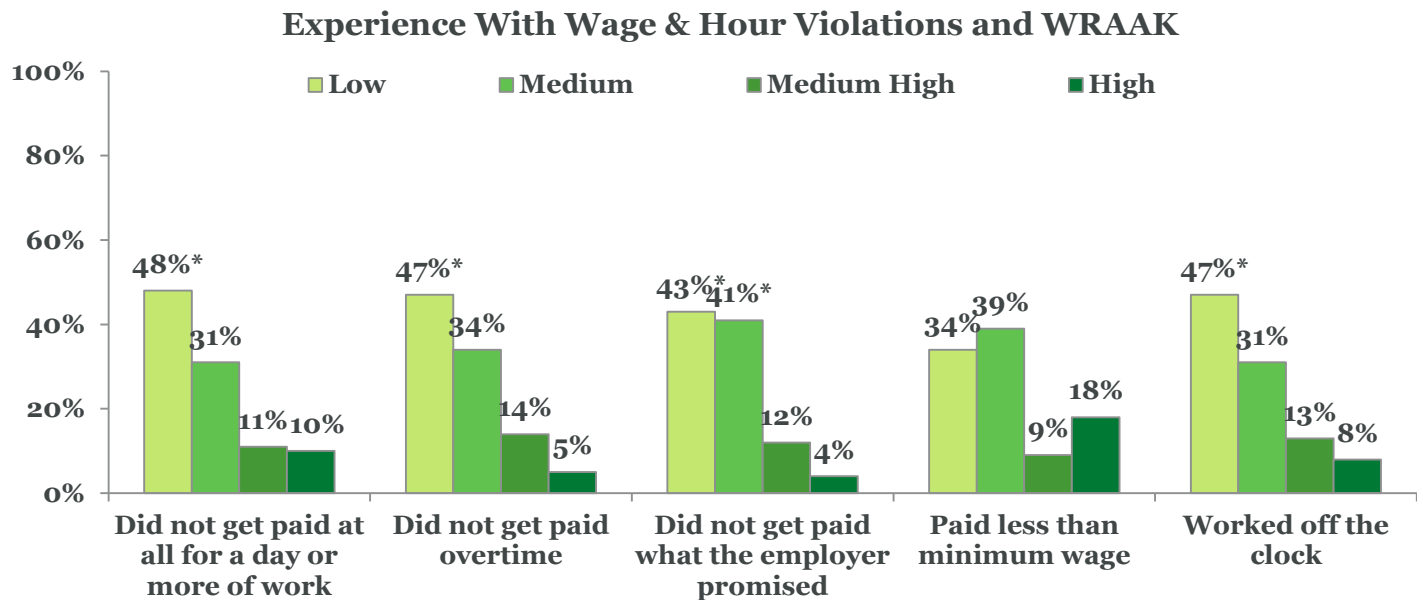
Workers who received the WHD module were also questioned to determine if they or someone they knew had experience with a wage and hour violation in the past, regardless of whether or not this violation was reported. Violations queried include: not getting paid at all for a day or more of work; not getting paid overtime; not getting paid what the employer promised; getting paid less than minimum wage; and having to work off the clock during breaks. Sixteen percent of workers reported having an experience with working off the clock or through breaks—this was the most frequently cited experience. Additionally, 14% of workers said they had an experience where they or someone they know were not paid overtime; 10% cited an experience where they or someone they know were not paid what the employer promised; and 9% cited an experience where they or someone they know were not paid at all. Interestingly, only 2% of workers said they had an experience where they or someone they know were paid less than the minimum wage.

Figure 8: Experience With Specific Wage & Hour Violations



Workers who had an experience with a wage and hour violation were significantly more likely to have low WRAAK compared with those who had no experience with a violation. Workers who either knew someone or were themselves not paid overtime, 47% had low WRAAK while only 5% had high WRAAK. This was similar for all the other types of violations.

Figure 9: WRAAK Levels and Experience With Wage & Hour Violations



*Denotes significant difference from those who had no experience with the violation; remaining percentage difference from number shown in chart (i.e., 48% low WRAAK for those with experience with **not getting paid for a day or more of work** shown; 52% No experience with not getting paid for a day or more of work not shown). Differences are statistically significant at the 95% confidence interval.

4.1 DEMOGRAPHIC PROFILES FOR EXPERIENCE WITH WAGE & HOUR VIOLATIONS

Workers who reported they had experience with or knew someone who had an experience with a wage and hour workplace violation were compared with those who did not have an experience or did not know someone who had an experience with a wage and hour violation. Table 6 shows a comparison of the key demographic variables.

Among WHD respondents, some demographic trends emerged. With regard to race and ethnicity, Hispanic workers were significantly more likely to have reported experience with a violation (20%) compared with no experience with a violation (15%). Additionally, younger workers (those aged 18-29) were significantly more likely to have had an experience with a wage and hour violation.

It is interesting to note that there were no significant differences between those with an experience and those who had no experience with a wage and hour violation with regard to gender or education as these variables were significant indicators among the overall population and OSHA respondents.

Table 6: Demographic Profile for Experience With Wage & Hour Violations

		Experience with violation	No experience with violation
		A	B
Education	College graduate or higher	34%	35%
	Some college or vocational	27%	31%
	High school or less	38%	35%
Race and Ethnicity	White	63%	67%
	African American	11%	13%
	Asian	5%	6%
	Hispanic	20% B	15%
Age	18-29 years	28% B	23%
	30-44 years	32%	33%
	45-54 years	23%	24%
	55+ years	17%	21%
Gender	Male	54%	50%
	Female	46%	50%

*Letters denote statistically significant difference across noted columns. Differences are statistically significant at the 95% confidence interval.

EXPERIENCE WITH A VIOLATION BY INDUSTRY

Workers who had an experience with a violation were significantly more likely to be non-management (68%) compared with those who reported they had no experience with a violation (60%). The opposite was true for those who had no experience with a wage and hour violation as they were more likely to report being management (39%) compared with those who had experience with a violation (31%). Blue collar workers were significantly more likely to have had an experience with a violation (59%) compared with those who had no experience with a violation (52%). The opposite pattern held true for white collar workers as they were significantly more likely to report they had no experience with a violation.

Table 7: Job Profile for Experience With Wage & Hour Violations

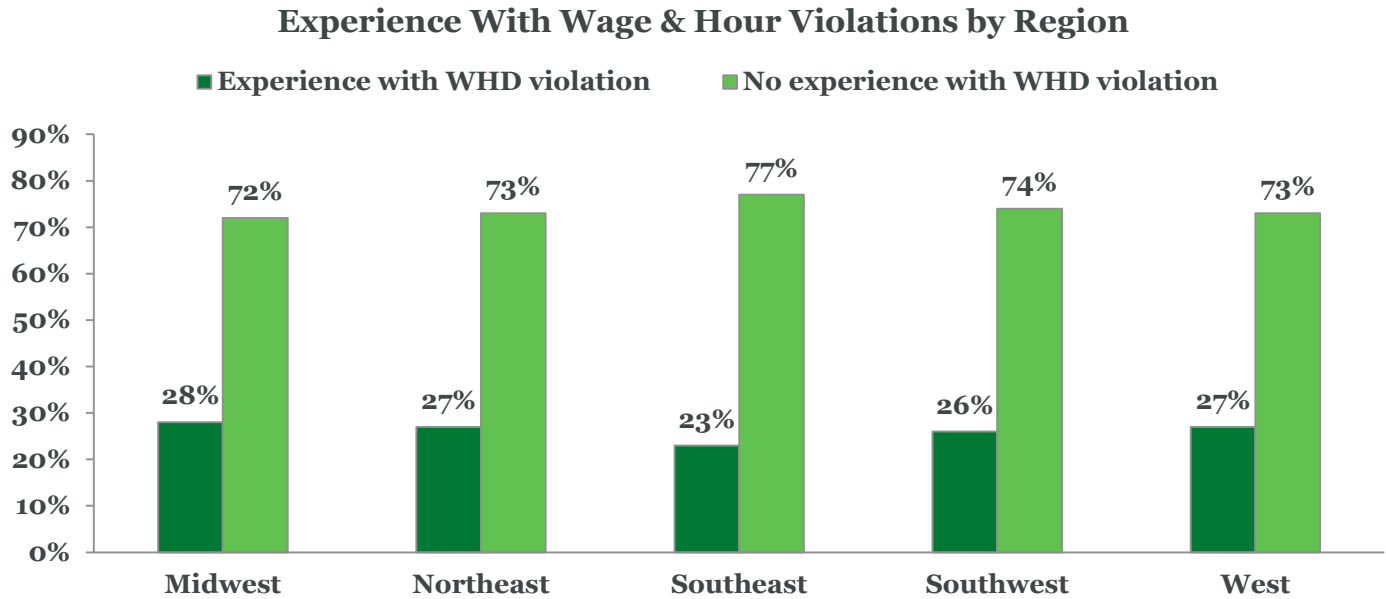
		Experienced violation	Had not experienced violation
		A	B
Work Type	Blue collar	59%	52%
	White collar	41%	48%
Union Membership	Union	20%	14%
	Non-union	80%	86%
Work	Government	21%	15%
	Private company	54%	58%
	Non-profit/Other	22%	25%
Management	Non-management	68%	60%
	Management	31%	39%
Tenure	Less than 1 year on job	15%	17%
	1 year but less than 5 years on the job	31%	28%
	More than 5 years on the job	54%	55%
Pay	Salary	31%	39%
	Hourly	62%	56%
	By unit of production	5%	3%
	Daily	3%	1%
Income	Under \$20,000	18%	19%
	\$20,000 - \$29,999	17%	12%
	\$30,000 - \$39,999	13%	15%
	\$40,000 - \$49,999	12%	13%
	\$50,000 - \$74,999	19%	18%
	\$75,000 - \$99,999	10%	10%
	\$100,000 or more	10%	12%

*Letters denote statistically significant difference across noted columns. Differences are statistically significant at the 95% confidence interval.

EXPERIENCE WITH A VIOLATION BY REGION

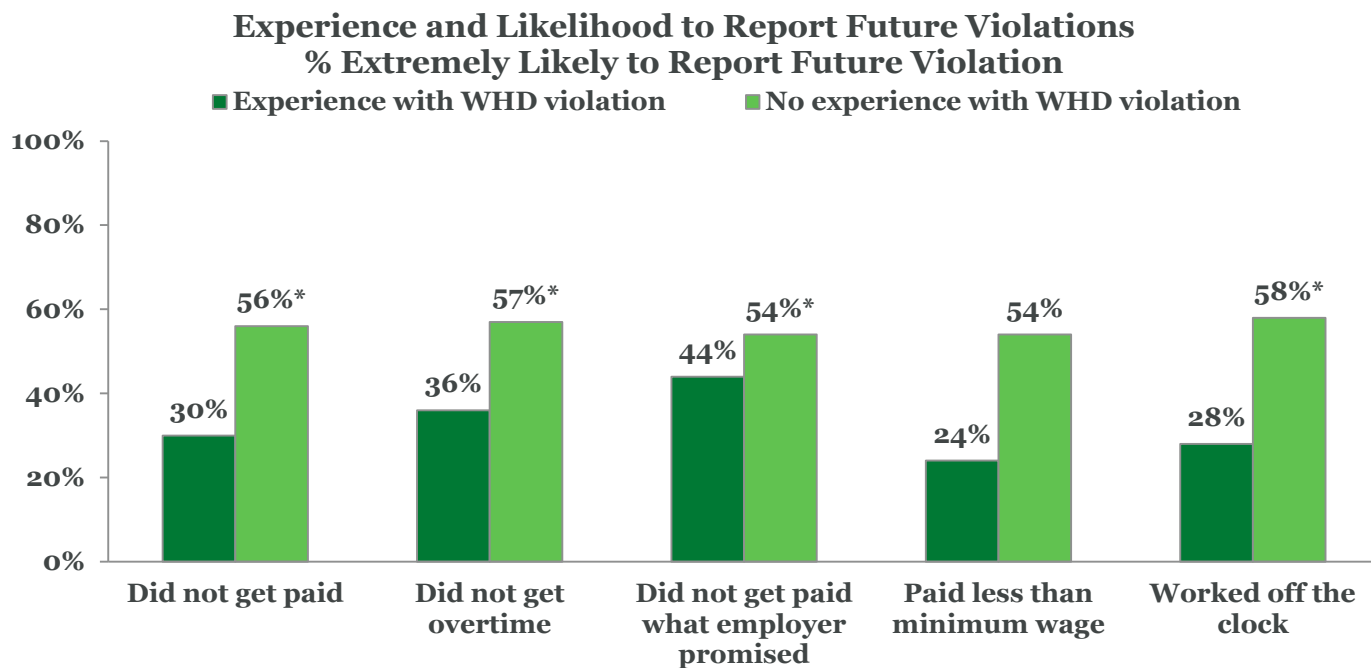
There were no regional differences in past experience with a wage and hour violation.

Figure 10: Experience With Wage & Hour Violations Across WHD Regions



Interestingly, employees who had an experience with a wage and hour violation were significantly less likely to say they were extremely likely to report future wage and hour violations. About one-quarter (24%) of workers who had an experience with a wage and hour violation where they or someone they knew were paid less than the minimum wage indicated an extreme likelihood of reporting any future wage and hour violations. Additionally, 28% of those with an experience with being required to work off the clock, 30% of those with an experience of not being paid at all, and 36% of those with an experience of not getting paid overtime reported they were extremely likely to report a wage and hour violation in the future. Among respondents with an experience with a violation, those who mentioned having an experience where they or someone they knew was not paid as promised had the highest likelihood of reporting a wage and hour violation in the future (44%).

Figure 11: Experience With Wage & Hour Violations and Future Likelihood to Report Violations



**Denotes significant difference at the 95% confidence interval*

4.2 PREDICTORS OF EXPERIENCE WITH WAGE & HOUR VIOLATIONS

Using multivariate logistic regressions, odds ratios were calculated to determine the contribution, all things being equal, that a number of workplace factors and demographic variables were associated with a worker having an experience with a workplace violation. The ratios describe how much a given variable increases or decreases the odds of experiencing a violation while holding all other measured variables constant.

The variables associated with having an experience with a wage and hour violation were:

- Employer education
- Union status

The frequency of workplace education was predictive of experience with wage and hour violations in the workplace. Individuals who were not at all educated had 4.11 times the odds of having an experience with a violation as those who were educated on a regular basis. Similarly, those who were not educated had 2.64 and 1.57 times the odds, respectively, of having an experience with a wage and hour violation as those educated as needed or educated when training new employees. The odds of having an experience with a violation if you were a union member were 1.76 times that of non-union members.

It is interesting to note that no demographic variables were predictive of experience with a wage and hour violation in the workplace. Table 8 lists all of the variables associated with experience with wage and hour violations in the workplace.

Table 8: Predictors of Experience With Wage & Hour Violations

Predictors	Odds Ratio
Not at all vs. Educated on a regular basis	4.11
Educated when training new employee vs. Educated on a regular basis	2.61
Educated when training new employee vs. Educated as needed	1.68
Not at all vs. Educated as needed	2.64
Not at all vs. Educated when training new employee	1.57
Union vs. Non-union	1.76

5.0 REPORTING

KEY FINDINGS: Asian workers were significantly less likely to have formally reported a violation while Hispanic workers were significantly more likely to have formally reported a violation. Workers with a college degree or higher were significantly less likely to formally report a violation.

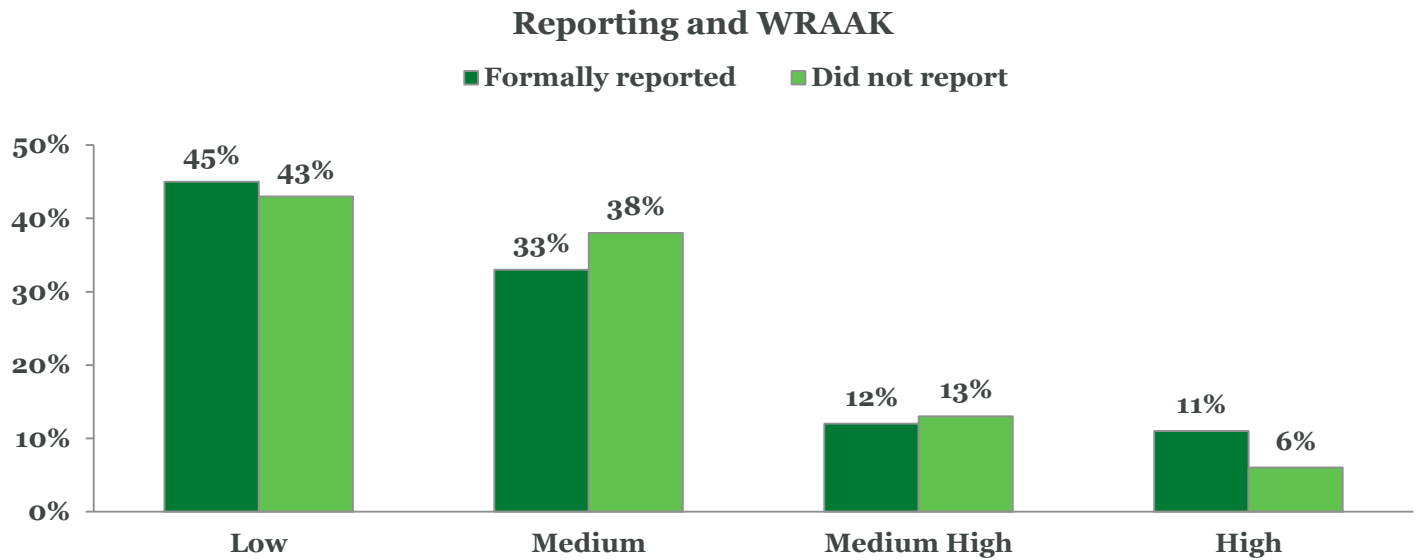
Formally reported included workers who had an experience with a wage and hour violation within the past 5 years and who had formally reported it (they told their supervisor or employer or some other formal entity with the authority to do something about the violation). Among those who indicated they had experience with or knew someone who had experience with a wage and hour violation, one-half (50%) formally reported the violation to a supervisor or some other formal entity.

Table 9: Formal Reporting of Experience With Wage & Hour Violations

	Formally reported	Did not report
Total (%)	50%	50%
Unweighted (N)	304	367

There were no significant differences across the WRAAK categories for those who formally reported a past wage and hour violation and those who did not report a violation. The two groups had similar percentages across all levels of WRAAK.

Figure 12: WRAAK Levels and Formal Reporting of Wage & Hour Violations



5.1 DEMOGRAPHIC PROFILES OF WORKERS WHO FORMALLY REPORTED

Asian workers were significantly less likely to have formally reported a violation while Hispanic workers were significantly more likely to have done so. Workers with a college degree or higher were significantly less likely to formally report a violation. There were no variations by gender or age.

Table 10: Demographic Profile for Formal Reporting of Experience With Wage & Hour Violations

		Formally reported	Not formally reported
		A	B
Education	College graduate or higher	23%	44%
	Some college or vocational	34%	24%
	High school or less	43%	32%
Race and Ethnicity	White	59%	69%
	African American	12%	9%
	Asian	2%	8%
	Hispanic	26%	13%
Age	18-29 years	33%	28%
	30-44 years	27%	35%
	45-54 years	28%	19%
	55+ years	13%	18%
Gender	Male	53%	53%
	Female	47%	47%

*Letters denote statistically significant difference across noted columns. Differences are statistically significant at the 95% confidence interval.

REPORTING BY INDUSTRY

Those who formally reported a wage and hour violation were more likely to be blue collar or hourly employees. The characteristics of those who did not formally report a violation were the opposite, with non-reporters more likely to be white collar or salaried employees. Union membership, management status, income, and tenure did not fluctuate significantly between those who formally reported and those who did not, as was the same with government versus non-government jobs.

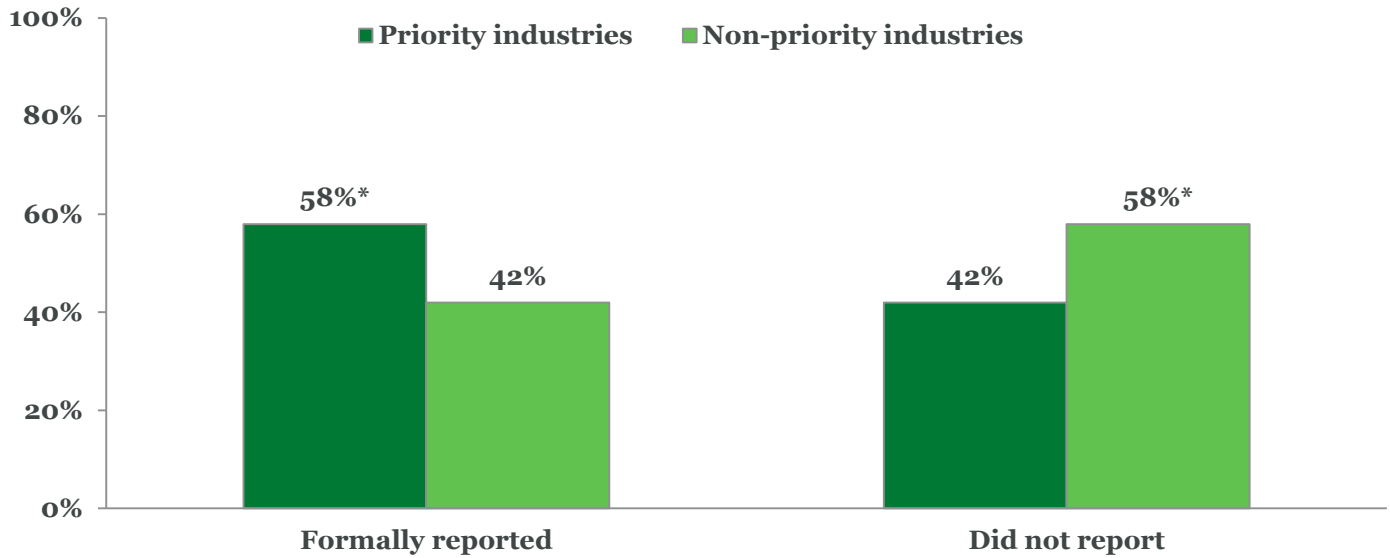
Table 11: Job Profile for Formal Reporting of Experience With Wage & Hour Violations

		Formally reported	Not formally reported
		A	B
Work Type	Blue collar	72%	46%
	White collar	28%	54%
Union Membership	Union	20%	16%
	Non-union	80%	85%
Work	Government	17%	24%
	Private company	55%	50%
	Non-profit/Other	25%	21%
Management	Non-management	65%	68%
	Management	35%	30%
Tenure	Less than 1 year on job	19%	12%
	1 year but less than 5 years on the job	30%	35%
	5 or more years on the job	51%	52%
Pay	Salary	21%	39%
	Hourly	72%	52%
Income	Under \$20,000	22%	14%
	\$20,000 - \$29,999	17%	20%
	\$30,000 - \$39,999	12%	14%
	\$40,000 - \$49,999	15%	11%
	\$50,000 - \$74,999	18%	21%
	\$75,000 - \$99,999	9%	7%
	\$100,000 or more	8%	12%

*Letters denote statistically significant difference across noted columns. Differences are statistically significant at the 95% confidence interval.

Workers in WHD priority industries were significantly more likely to have formally reported a past violation. Fifty-eight percent of workers in priority industries indicated they told a supervisor, union representative, or government agency about a wage and hour violation. This was significantly higher than the 42% observed among those who work in non-priority industries.

Figure 13: Formally Reporting of Experience With Wage & Hour Violations by Priority Industries

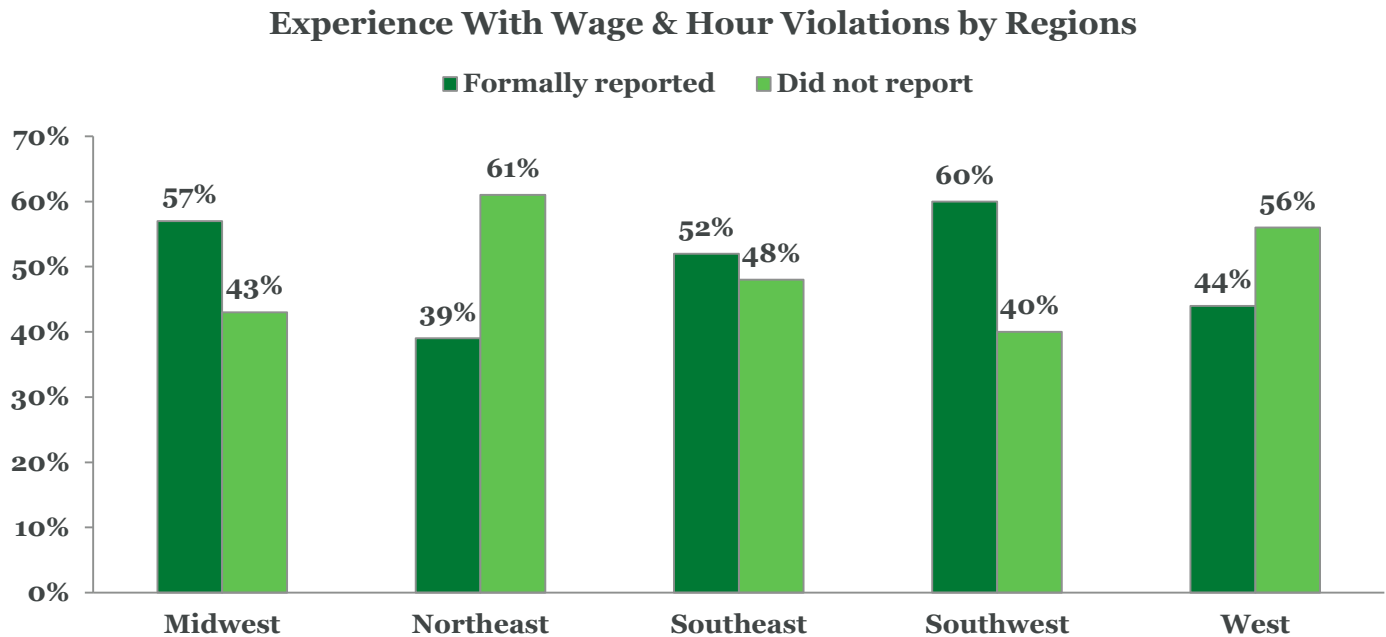


**Denotes significant difference at the 95% confidence interval*

REPORTING BY REGIONS

Workers in the Midwest and Southwest were significantly more likely than those in the Northeast to have formally reported a wage and hour violation they or someone they know experienced (57% of workers in the Midwest and 60% in the Southwest versus 39% of workers in the Northeast). In addition to the Northeast, the Western region was the only other region with less than 50% of workers formally reporting wage and hour violations.

Figure 14: Formally Reporting of Experience With Wage & Hour Violations Across WHD Regions



5.2 FUTURE LIKELIHOOD TO REPORT

Workers' likelihood to report future violations was calculated based on their responses to three hypothetical situations. White workers and workers with some college or vocational training were significantly more likely to report future violations while Hispanic workers and workers with a college degree or higher were significantly less likely to report in the future. There were no significant differences in future likelihood to report by gender or age.

Table 12: Demographic Profile for Future Likelihood to Report Wage & Hour Violations

		Extremely likely to report	Not extremely likely to report
		A	B
Education	College graduate or higher	30%	36%
	Some college or vocational	34%	26%
	High school or less	35%	38%
Race and Ethnicity	White	69%	62%
	African American	13%	11%
	Asian	5%	6%
	Hispanic	13%	20%
Age	18-29 years	23%	27%
	30-44 years	33%	31%
	45-54 years	23%	23%
	55+ years	21%	18%
Gender	Male	49%	53%
	Female	51%	47%

**Letters denote statistically significant difference across noted columns. Differences are statistically significant at the 95% confidence interval.*

FUTURE LIKELIHOOD TO REPORT BY INDUSTRY

There were significant differences across pay type and work type on future likelihood to report a wage and hour violation. Salaried employees and those who work for non-profit organizations were significantly less likely to say they were extremely likely to report a wage and hour violation in the future and those who work in the government sector were significantly more likely to say they were not extremely likely to report. There were no significant differences in future likelihood to report by management status, union status, income, or job.

Table 13: Job Profile for Future Likelihood to Report Wage & Hour Violations

		Extremely likely to report	Not extremely likely to report
		A	B
Work Type	Blue collar	56%	53%
	White collar	44%	47%
Union Membership	Union	17%	14%
	Non-union	83%	86%
Work	Government	15%	19%
	Private company	64%	47%
	Non-profit/Other	20%	30%
Management	Non-management	63%	61%
	Management	36%	38%
Tenure	Less than 1 year on job	18%	15%
	1 year but less than 5 years on the job	26%	32%
	5 or more years on the job	56%	53%
Pay	Salary	31%	41%
	Hourly	65%	53%
Income	Under \$20,000	19%	20%
	\$20,000 - \$29,999	15%	13%
	\$30,000 - \$39,999	14%	16%
	\$40,000 - \$49,999	15%	11%
	\$50,000 - \$74,999	18%	19%
	\$75,000 - \$99,999	9%	11%
	\$100,000 or more	10%	9%

*Letters denote statistically significant difference across noted columns. Differences are statistically significant at the 95% confidence interval.

5.3 PREDICTORS OF LIKELIHOOD TO REPORT FUTURE WAGE & HOUR VIOLATIONS

Using multivariate logistic regressions, odds ratios were calculated to determine the contribution, all things being equal, that a number of workplace factors and demographic variables were associated with a worker's willingness to voice future violations. The ratios describe how much a given variable increases or decreases the odds of one's likelihood to voice future violations while holding all other measured variables constant.

The variables associated with likelihood to voice future violations were:

- Experience with a wage and hour violation
- Employee tenure
- Employer educating workers on wage and hour rights via training programs
- Union status
- Pay type
- Company size overall
- Income

Past experience with a wage and hour violation was an indicator of future likelihood to voice a violation. Individuals who had no experience with a violation had 2.99 times the odds of reporting a future violation than individuals who had an experience with a violation. Tenure on the job was also a key variable that was predictive of future reporting of wage and hour violations. Employees with less than 1 year on the job had 1.68 times the odds of those with 1 to 4 years on the job to say they would report future violations. Similarly, individuals with 5 years or more on the job had 1.57 times the odds of reporting future wage and hour violations than those with 1 to 4 years on the job. Union members were 1.76 times the odds of non-union members of reporting future violations.

How an employee was paid was also associated with future likelihood to voice a violation, especially when compared with those who are paid daily. Individuals paid hourly had 8.63 times the odds of reporting a future violation than those paid daily. Similarly, employees paid by unit of production or salary were 11.13 and 4.62 times the odds, respectively, of workers paid daily to say they would report future violations. Table 14 lists all of the variables associated with future likelihood to voice a wage and hour violation.

Table 14: Predictors of Likelihood to Report Future Wage & Hour Violations

Predictors	Odds Ratio
No experience with violation vs. Experience with violation	2.99
Less than 1 year on job vs. 1 – 4 years on the job	1.68
5 years or more on the job vs. 1 – 4 years on the job	1.57
Not educated via training programs vs. Educated via training programs	1.58
Union vs. Non-union	1.76
Salary vs. Daily	4.62
Hourly vs. Daily	8.63
Unit of production vs. Daily	11.13
Hourly vs. Salary	1.87
Unit of production vs. Salary	2.41
Company size small vs. Company size medium	2.14
Company size large vs. Company size medium	1.72
Income \$100,000 plus vs. \$30,000 - \$39,999	2.05
Income \$100,000 plus vs. \$50,000 - \$74,999	1.76

6.0 PREDICTORS OF HIGH WRAAK

The variables associated with having high WRAAK among WHD respondents were:

- Experience with a workplace wage and hour violation
- Education
- Pay type
- Income
- Overall company size
- Knowledge of WHD rules and regulations
- Employer educating workers on wage and hour rights via training programs
- Employer educating workers on wage and hour rights via website or other materials

The odds of being classified as high WRAAK if an individual did not experience a wage and hour violation were 3.39 times the odds of being classified as high WRAAK if a person had experience with a violation. Individuals educated on a regular basis had 2.41 times the odds of being classified as high WRAAK as those who received no education. Additionally, individuals educated on a regular basis had 2.30 times the odds of being classified as high WRAAK as those who received education when training as new employees.

Individuals who had high knowledge of their wage and hour rights had 1.77 times the odds of being classified as high WRAAK as those with low knowledge of their rights. Similarly, individuals who reported being educated via

training programs had 1.45 times the odds of being in the high WRAAK category as those who did not report being educated via training programs.

Individuals who worked for a very small company (fewer than 25 employees) had 3.45 times the odds of being high WRAAK than those who worked for a large company (more than 500 employees). Additionally, those who worked for a very small company had 2.86 and 3.34 times the odds, respectively, of being in the high WRAAK category as those working for medium sized companies (100 – 499 employees) and small companies (25 – 49 employees).

The demographic variables associated with high WRAAK among WHD respondents were pay type and income. Salaried workers had 1.86 and 3.41 times the odds, respectively, of being classified as high WRAAK as individuals paid hourly and paid by unit of measure. With regard to income, individuals making more than \$100,000 and those making \$20,000 - \$29,999 were drivers of high WRAAK. Individuals making \$20,000 - \$29,999 had, on average, 2.43 times the odds as those making \$30,000 - \$99,999 to be classified as high WRAAK. Additionally, this group had 1.99 times the odds of those making less than \$20,000 to be classified as high WRAAK. Table 15 lists all of the variables associated with having high WRAAK among WHD respondents.

Table 15: Predictors of High WRAAK Among WHD Respondents

Predictors for Having High WRAAK	Odds Ratio
Experience vs. No experience	3.39
Educated on a regular basis vs. Not at all educated	2.41
Educated on a regular basis vs. Educated when training new employee	2.30
Educated as needed vs. Educated when training new employee	1.53
Paid salary vs. Paid hourly	1.86
Paid salary vs. Paid by unit of measure	3.46
Income \$100,000 plus vs. Income \$50,000 - \$74,999	1.96
Income \$100,000 plus vs. Income \$75,000 - \$99,999	2.13
Income \$20,000 - \$29,999 vs. Income less than \$20,000	1.99
Income \$20,000 - \$29,999 vs. Income \$30,000 - \$39,999	2.26
Income \$20,000 - \$29,999 vs. Income \$40,000 - \$49,999	2.35
Income \$20,000 - \$29,999 vs. Income \$50,000 - \$74,999	2.44
Income \$20,000 - \$29,999 vs. Income \$75,000 - \$99,999	2.65
Company size very small vs. Company size large	3.45
Company size very small vs. Company size medium	2.86
Company size very small vs. Company size small	3.34
High knowledge of wage and hour rights vs. Low knowledge of wage and hour rights	1.77
Educated via training programs vs. Not educated via training programs	1.45
Educated via website or other materials vs. Not educated via website or other materials	2.25

WRAAK AND WORKING WOMEN



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1.0 INTRODUCTION

The Women's Bureau (WB) of the Department of Labor (DOL) was founded in 1920 following the passage of Public Law 259 on June 5th. The WB performed a large number of nationwide studies to look at working conditions for women in a variety of workplaces such as laundries, cotton mills, and bookkeeping. The WB was also unique in its early studies on the working conditions of African American women in 1922.¹

One of the greatest accomplishments in the 90-year history of the WB was their vigorous efforts to assist the passage of the Equal Pay Act of 1963. This act represented a major legislative victory against gender discrimination in the workplace and helped the nation move toward equal pay for women in the workplace. The WB has served to promote women's rights. As such, DOL became the first federal agency to have an on-site daycare center. The WB has continued to update its programs to keep pace with changing technologies and has recently introduced web-based tools, such as Wi\$eUp, and publications focused on helping women obtain green jobs.²

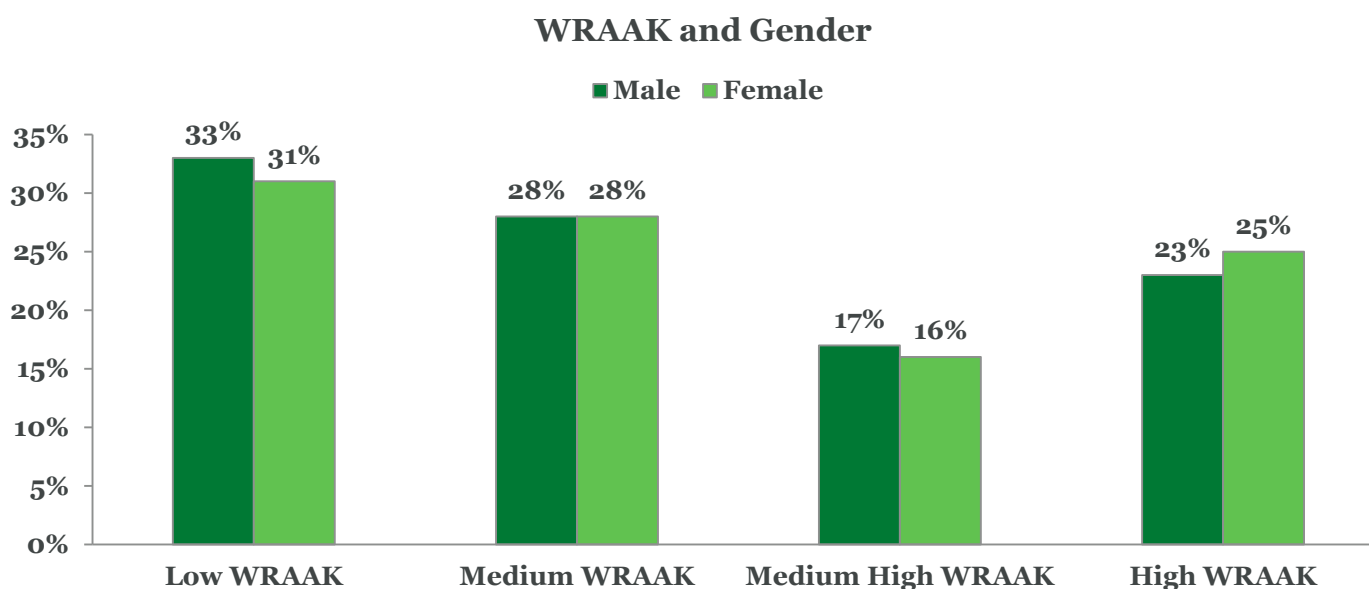
Through this study, the WB is furthering its mission and focusing on the levels of access, knowledge, and education among women workers in America. Moreover, the WB is using this research to focus specifically on the issues facing women of color in the workplace, to better assist and serve this population.

2.0 WORKING WOMEN TRENDS

GENDER

Overall, working men and women had comparable levels of WRAAK without any significant differences between them. The same was also true with education and past reporting, which had comparable levels for both men and women.

Figure 1: Distribution of WRAAK Across Gender



¹ http://www.dol.gov/wb/info_about_wb/interwb.htm

² Ibid.

However, when looking at likelihood to report, working women were significantly more likely (66%) to report being extremely likely to report a future violation than men (60%). However, female workers were less likely to have experience with a past violation of any kind. Forty-one percent of men reported having experience with either a wage and hour or a health or safety violation compared with 33% of women. Finally, men were significantly more likely to have access to educational opportunities or posters (93%) than women (90%).

Table 1: Gender Profile Across Key WRAAK Constructs

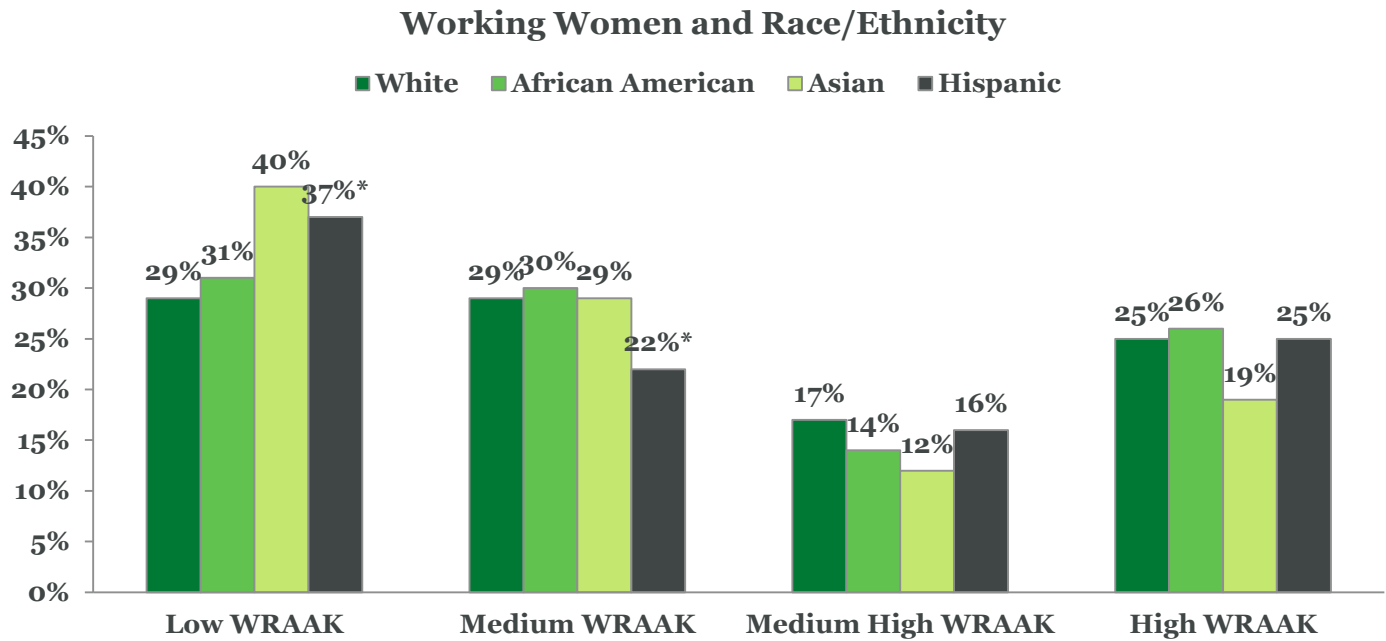
		Male	Female
		A	B
Education	On a regular basis	34%	31%
	As needed	27%	26%
	When training a new employee	24%	25%
	Not at all	15%	17%
Access	Access	93%	90%
	No access	7%	10%
Experience	Experience with violation	41%	33%
	No experience with violation	59%	67%
Formal reporting	Yes, formally reported	60%	54%
	No, did not report	40%	46%
Future likelihood to report	Extremely likely	60%	66%
	Not extremely likely	40%	34%

**Letters denote statistically significant difference across noted columns. Differences are statistically significant at the 95% confidence interval.*

RACE

Race played a role in overall levels of WRAAK, particularly among Hispanic working women. Of Hispanic women, 37% had low WRAAK, which was significantly higher than White women at 29%. White women were also significantly more likely to have medium WRAAK (29%) than Hispanic women (22%).

Figure 2: Distribution of WRAAK Across Working Women: Race/Ethnicity



**Denotes significant difference from the White category at the 95% confidence interval*

Workers differed by race within genders as well. Although isolated, there were significant differences between races and genders, however no major trends or patterns emerged. Interestingly, there were no significant differences between African American men and African American women.

Table 2: Race/Ethnicity Profile Across Key WRAAK Constructs

		Male				Female			
		White	African American	Asian	Hispanic	White	African American	Asian	Hispanic
		A	B	C	D	E	F	G	H
Education	On a regular basis	35%* FH	37%	30%	31%	32%	28%	31%	28%
	As needed	28%* H	25%	30%	22%	28%* H	27%* H	22%	20%
	When training a new employee	23%	26%	29%	29%	23%	29%* AE	32%	29%*
	Not at all	15%	13%	12%	18%	16%	16%	15%	23%
Access	Access	92%* G	96%* EGH	97%* G	92%	90%	92%	84%	90%
	No access	8%	4%	3%	8%	10%* B	8%	16%* ABC	10%* B
Experience	Experience with violation	41%* EFGH	37%* G	46%* G	43%* EFG	33%* G	33%* G	19%	35%* G
	No experience with violation	59%	63%	54%	57%	67%* AD	67%* AD	81%* ABCDEFH	66%* A
Formal reporting	Yes, formally reported	58%	72%	43%	67%* E	49%	61%* E	50%	68%* E
	No, did not report	43%	28%	57%	33%	51%* DFH	39%	50%	32%
Future likelihood to report	Extremely likely	65%* CDH	61%* D	46%	45%	68%* CDH	66%* CDH	62%* D	53%
	Not extremely likely	35%	39%	54%* AEF	55%* ABEFG	32%	34%	38%	47%* AEF

*Letters denote statistically significant difference across noted columns. Differences are statistically significant at the 95% confidence interval.

The discrepancy with Hispanic working women also appeared when looking at overall satisfaction with one's employer. Hispanic (17%) and African American (21%) women were significantly more likely to report being extremely likely to leave their employers compared with White women (8%). Similarly, both African American (12%) and Hispanic women (10%) were significantly more likely to strongly disagree that they have an opportunity to provide input into decisions that affect their work when compared with White women (7%).

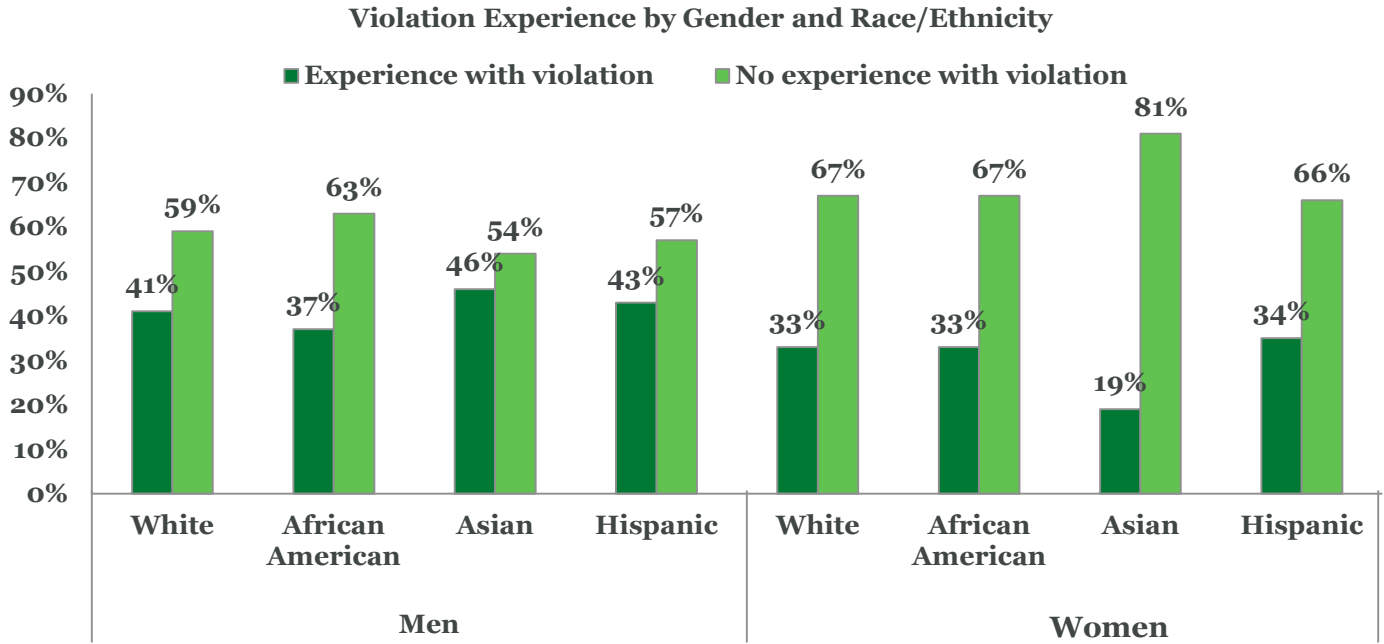
Table 3: Working Women Race/Ethnicity by Likelihood to Leave Employer and Input in Decision-Making

		White	African American	Asian	Hispanic
		A	B	C	D
Choose to leave employer	Not at all likely (1)	50%	34%	41%	33%
		BD			
	2	14%	11%	14%	12%
	3	14%	19%	17%	20%
			A		A
	4	13%	13%	14%	16%
	Extremely likely (5)	8%	21%	13%	17%
			A		A
Opportunity to provide input into decisions	Strongly disagree (1)	7%	12%	9%	10%
			A		A
	2	11%	10%	8%	8%
	3	20%	16%	23%	21%
	4	25%	25%	32%	21%
	Strongly agree (5)	37%	38%	29%	39%

*Letters denote statistically significant difference across noted columns. Differences are statistically significant at the 95% confidence interval.

Notably, Asian women were significantly less likely than any other group, including men and women of all races, to have experience with a violation in the workplace.

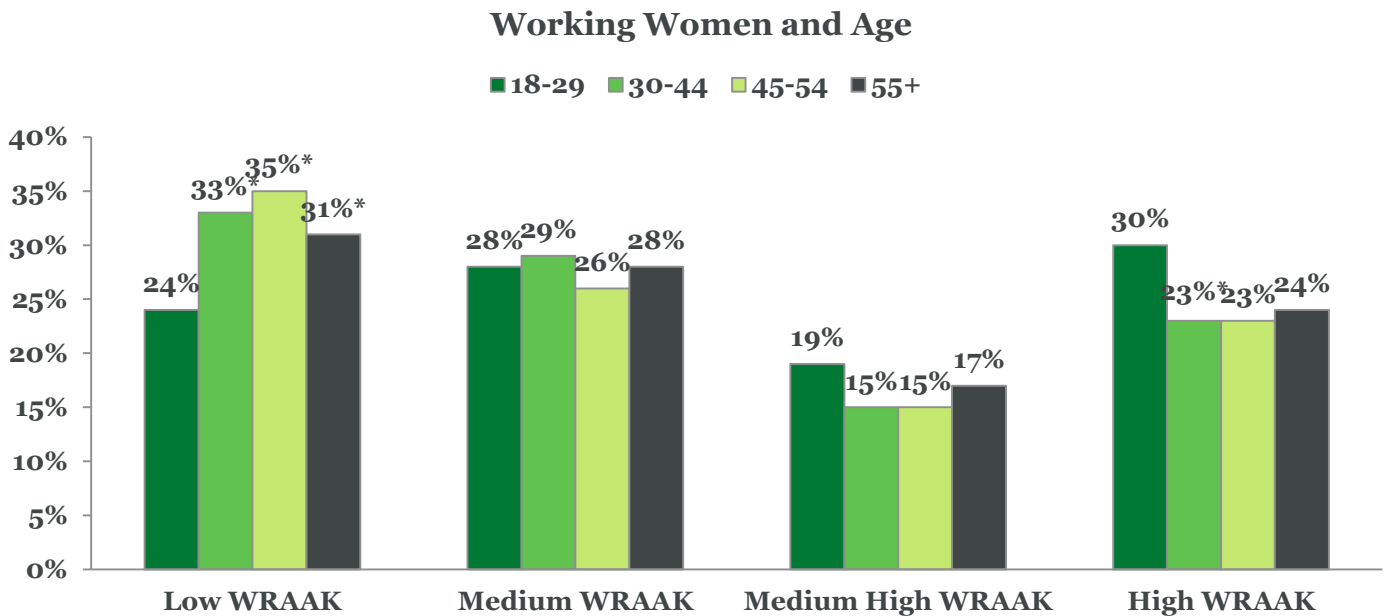
Figure 3: Experience With OSHA and WHD Workplace Violations by Gender and Race/Ethnicity



AGE

Looking across questions, younger working women were generally more likely to report being satisfied with their employers on a variety of levels. Notably, women aged 30 to 55+ had significantly lower WRAAK than those aged 18 to 29.

Figure 4: Distribution of WRAAK Across Working Women: Age



*Denotes significant difference from the 18-29 category at the 95% confidence interval

Furthermore, women over 30 were also significantly more likely to be “not at all likely” to recommend their employer as a great place to work when compared with working women aged 18 to 29. Likewise, middle-aged and older women (30 to 55+) were significantly more likely to strongly disagree that they were confident their supervisors would do something to help them when compared with 18- to 29-year-olds. However, older women aged 55+ were significantly less likely to say they would leave their employer to work someplace else when compared with every other age group.

Table 4: Working Women and Key Outcomes: Age Breakouts

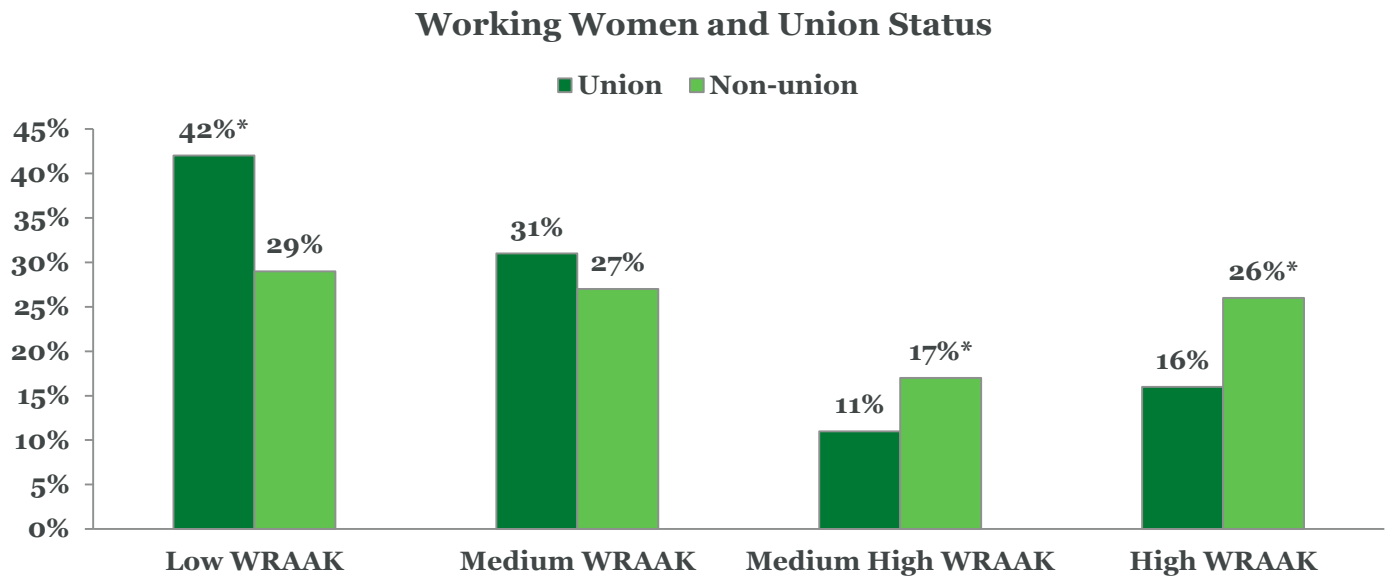
		18-29	30-44	45-54	55+
		A	B	C	D
Recommend your employer as a great place to work	Not at all likely (1)	2%	10%*	10%*	10%*
			A	A	A
	2	7%	6%	7%	9%
	3	17%	16%	19%	15%
	4	24%	31%*	26%	23%
			D		
	Extremely likely (5)	49%	38%	38%	42%
Choose to leave employer	Not at all likely (1)	40%	40%	44%	58%*
					ABC
	2	16%	13%	14%	12%
	3	19%*	17%	16%	12%
			D		
	4	14%*	17%*	13%*	8%
		D	D	D	
	Extremely likely (5)	11%	13%	13%	9%
Confident my supervisor would do something to help me	Strongly disagree (1)	4%	10%*	8%*	9%*
			A	A	A
	2	5%	8%	10%*	9%
				A	
	3	13%	13%	19%*	12%
				BD	
	4	19%	22%	21%	24%
	Strongly agree (5)	58%*	47%	43%	46%
		BCD			

*Letters denote statistically significant difference across noted columns. Differences are statistically significant at the 95% confidence interval.

UNION

Women working in workplaces covered by a union were significantly more likely to have low WRAAK (42%) than those women not covered by a union (29%). Likewise, non-union female workers were significantly more likely to have high WRAAK (26%) than those who were in a union (16%).

Figure 5: Distribution of WRAAK Across Working Women: Union Status



**Denotes significant difference at the 95% confidence interval*

This discrepancy continued when looking at women in terms of past experience with violations and access. Female union workers were significantly more likely to have reported having experience with a violation in the past (46%) than those women who were not covered by a union (31%). However, union-represented women were more likely to have access to educational opportunities and materials. Ninety-five percent of union women reported having access compared to 89% of non-union women.

Table 5: Working Women and Key WRAAK Constructs: Union Status

		Union	Non-union
		A	B
Education	On a regular basis	31%	31%
	As needed	29%	26%
	When training a new employee	21%	26%
	Not at all	18%	17%
Access	Access	95% B	89%
	No access	5%	11% A
Experience	Experience with violation	46% B	31%
	No experience with violation	54%	69% A
Formal reporting	Yes, formally reported	50%	54%
	No, did not report	50%	46%
Future likelihood to report	Extremely likely	61%	66%
	Not extremely likely	39%	34%

**Letters denote statistically significant difference across noted columns. Differences are statistically significant at the 95% confidence interval.*

REGION

Working women were broadly similar across regions, with no major trends emerging in the data. While some significant differences occurred for some items, no patterns or major discrepancies were found. Similar findings also occurred with the OSHA and WHD modules, with several significant differences, but no major trends emerging.

Table 6: Working Women and Key WRAAK Constructs: WB Regions

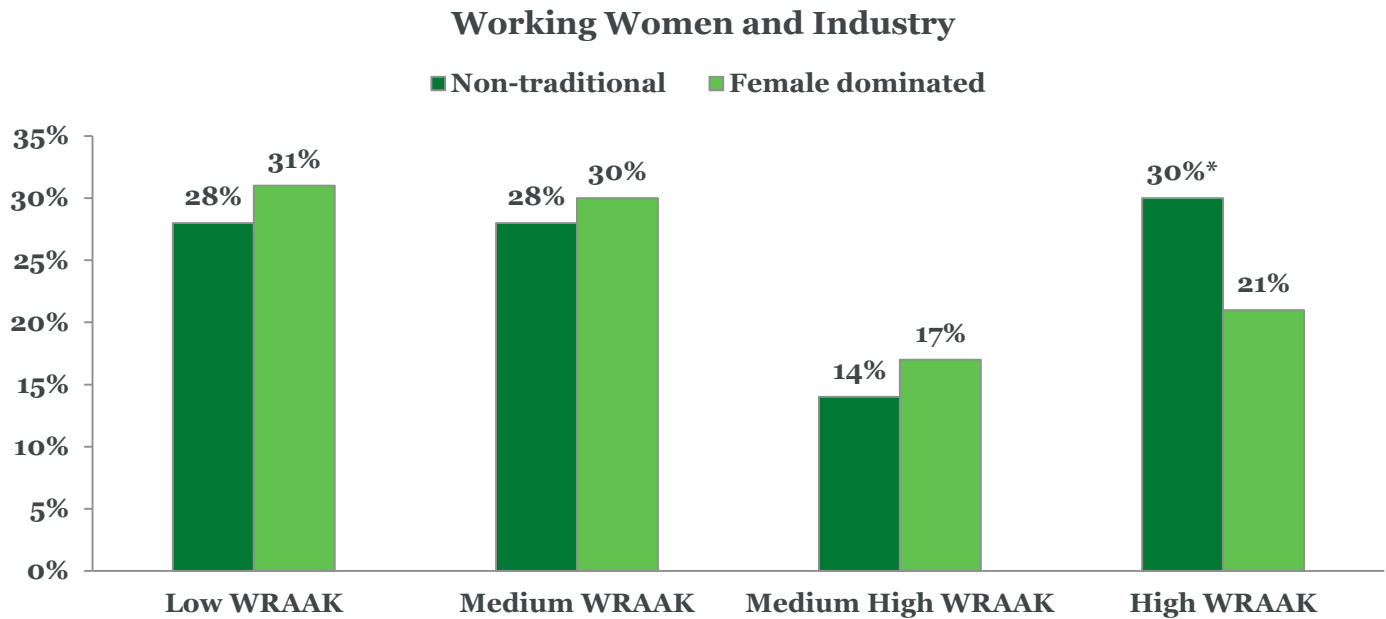
		Region									
		1	2	3	4	5	6	7	8	9	10
		A	B	C	D	E	F	G	H	I	J
Education	On a regular basis	31%	32%	30%	30%	30%	40%*	29%	25%	35%*	16%
							DEJ			J	
	As needed	27%	28%	29%	28%	25%	26%	30%	22%	23%	28%
When training a new employee		24%	18%	21%	28%*	30%*	18%	27%	36%*	25%	36%*
					BF	BF			BCF		BCF
Not at all		18%	22%	20%	14%	16%	15%	14%	17%	17%	20%
Access	Access	86%	89%	92%	88%	89%	90%	86%	90%	91%	98%*
											AG
No access		14%*	11%	8%	12%	11%	10%	14%*	10%	9%	2%
		J						J			
Past experience	Experience with violation	25%	27%	34%	30%	35%	26%	36%	40%	35%	40%
No experience with violation		75%	73%	66%	70%	65%	74%	64%	60%	65%	60%
Past reporting	Yes, formally reported	41%	46%	46%	58%	58%	60%	44%	46%	60%	46%
No, did not report		59%	54%	54%	42%	42%	40%	56%	54%	40%	54%
Future likelihood to report	Extremely likely	62%	69%	66%	65%	70%*	67%	76%*	71%	59%	56%
						I		IJ			
Not extremely likely		38%	31%	34%	35%	30%	33%	24%	29%	41%*	44%*
										EG	G

*Letters denote statistically significant difference across noted columns. Differences are statistically significant at the 95% confidence interval.

INDUSTRY

In both non-traditional and traditional female-dominated industries, working women had similar levels of WRAAK. However, women in non-traditional industries were significantly more likely to have high WRAAK (30%) when compared with women in traditionally female-dominated fields (21%).

Figure 6: Distribution of WRAAK Across Non-Traditional and Female-Dominated Industries



*Denotes significant difference from Female dominated industry category at the 95% confidence interval

Similar to the regional findings, women in both non-traditional and female-dominated industries were comparable in their responses without significant differences between them.

Table 7: Working Women and Key WRAAK Constructs: Non-Traditional and Female-Dominated Industries

		Non-traditional industry ³	Female-dominated industry ⁴
Education	On a regular basis	33%	35%
	As needed	27%	24%
	When training a new employee	23%	27%
	Not at all	17%	15%
Access	Access	92%	89%
	No access	8%	11%
Past experience	Experience with violation	35%	38%
	No experience with violation	65%	62%
Past reporting	Yes, formally reported	54%	52%
	No, did not report	46%	48%
Future likelihood to report	Extremely likely	70%	63%
	Not extremely likely	30%	37%

³ Non-traditional industries include mining, utilities, construction, and manufacturing. Sample sizes are low for these industries.

⁴ Female-dominated industries include education, healthcare, and accommodation.

INDUSTRY TYPE

Female workers also differed in several key demographics in regards to their industry type—blue or white collar work. Indeed, 35% of blue collar women were significantly more likely to be educated on a regular basis, versus 27% of white collar women. Additionally, significant differences were seen in women's past experience with violations as 38% of blue collar women have experience with a violation, while 28% of white collar workers had experience. Finally, blue collar women were also more likely to have formally reported such a violation in the past (65%), which was significantly higher than the 42% of white collar women who had done so.

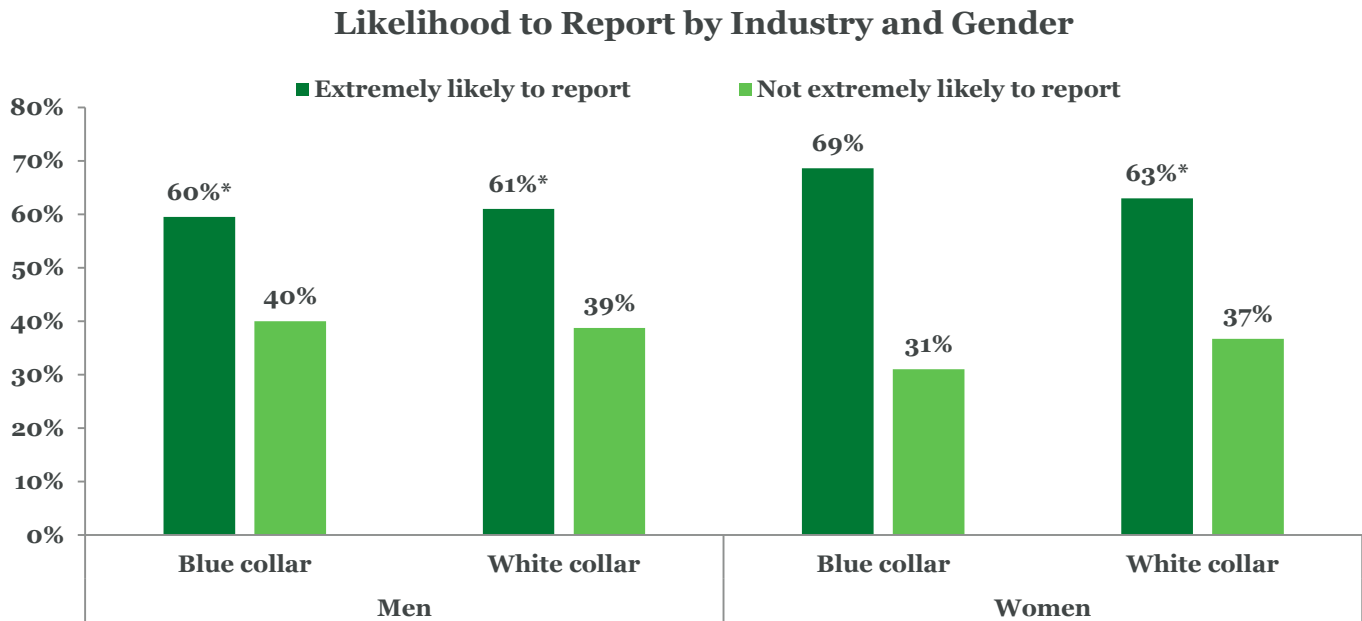
Table 8: Working Women and Key WRAAK Constructs: Blue Collar vs. White Collar

		Blue collar	White collar
		A	B
Education	On a regular basis	35%	27%
		B	
	As needed	23%	29%
			A
	When training a new employee	25%	25%
	Not at all	16%	19%
Access	Access	90%	90%
	No access	10%	10%
Past experience	Experience with violation	38%	28%
		B	
	No experience with violation	62%	72%
			A
Past reporting	Yes, formally reported	65%	42%
		B	
	No, did not report	35%	58%
			A
Future likelihood to report	Extremely likely	69%	63%
		B	
	Not extremely likely	31%	37%
			A

**Letters denote statistically significant difference across noted columns. Differences are statistically significant at the 95% confidence interval.*

Industry type also played a role in the propensity of women to report future violations. Blue collar women were significantly more likely (69%) than men (white or blue collar) and white collar women to formally report a violation of either WHD or OSHA regulations.

Figure 7: Likelihood to Report Future Violations and Industry Type



*Denotes significant difference from Blue Collar Women category at the 95% confidence interval

3.0 WOMEN'S BUREAU—OSHA

OSHA BY GENDER

Of those respondents who took the OSHA module, there were no significant differences between male and female workers in terms of access or formally reporting an experience with a health or safety violation. However, men and women differed in a number of other areas, such as education—female workers were significantly more likely (12%) to report that their employers do not educate at all when compared with men (8%). Women were also more likely to say they would report a future health or safety violation (76% of women versus 69% of men). However, male workers were significantly more likely to say they have experience with a past health or safety violation (52%) when compared with working women (41%).

Table 9: Working Women and Health & Safety Education, Access, Experience, and Reporting

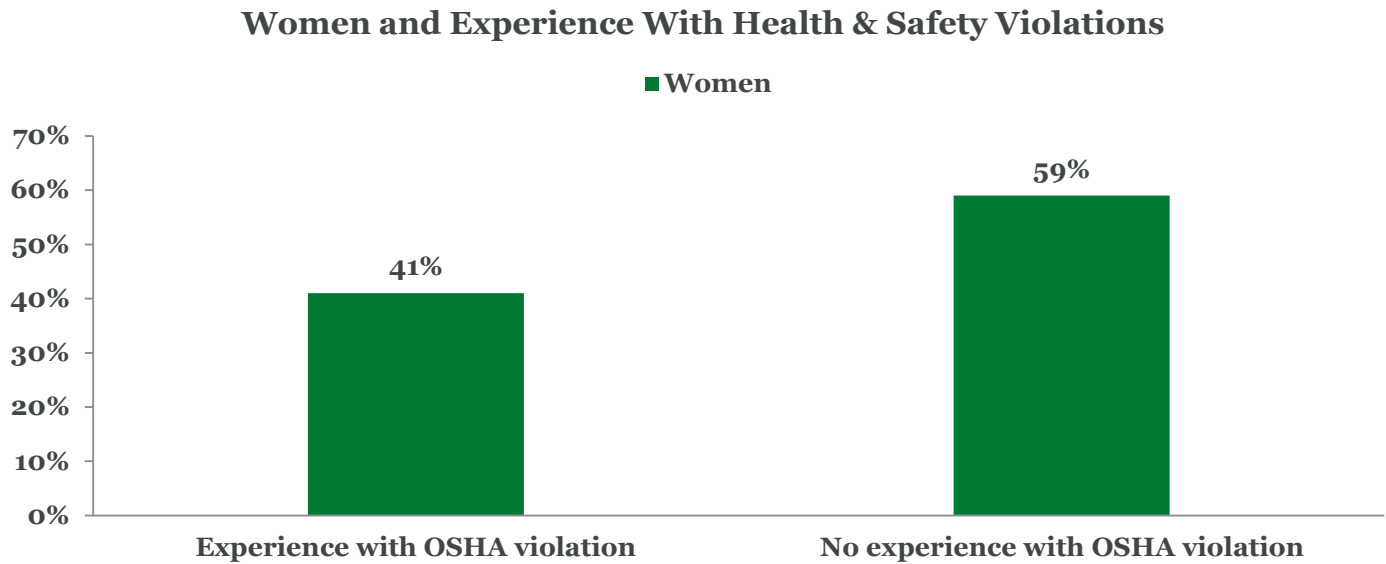
		Male	Female
		A	B
Education	On a regular basis	53%	49%
	As needed	24%	24%
	When training a new employee	15%	15%
	Not at all	8%	12%
			A
Access	OSHA access	94%	92%
	No OSHA access	6%	8%
Experience	Experience with health and safety violation	52%	41%
	No experience with health and safety violation	48%	59%
			A
Formal reporting	Yes, formally reported	65%	57%
	No, did not report	35%	43%
Future likelihood to report	Extremely likely	69%	76%
	Not extremely likely	31%	24%
			B

*Letters denote statistically significant difference across noted columns. Differences are statistically significant at the 95% confidence interval.

WOMEN AND EXPERIENCE WITH HEALTH & SAFETY VIOLATIONS

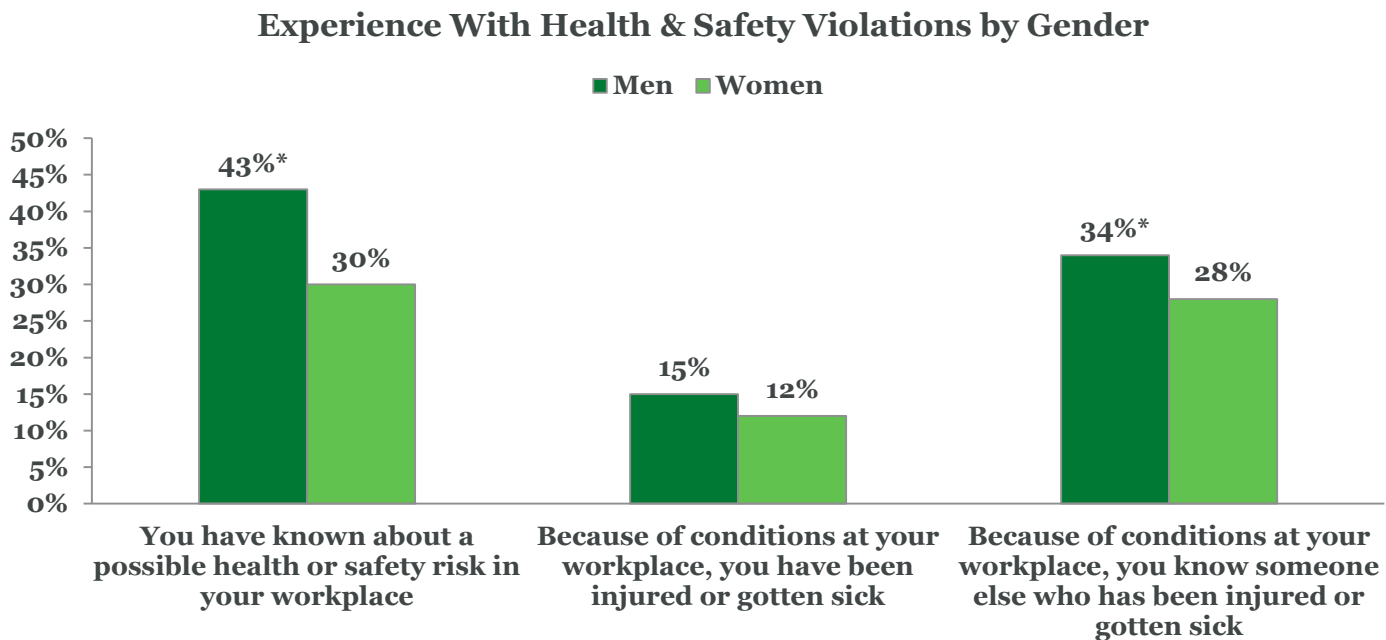
Overall, most working women who took the OSHA module say they have no experience with a health or safety violation. Fifty-nine percent of women reported having no experience with such a violation, versus 41% who say they have.

Figure 8: Working Women and Experience With Health & Safety Violations



When looking at gender in terms of health and safety violations, men were significantly more likely than women to have known about a health or safety risk or known someone who has been injured or sick on the job. However, in terms of those who have themselves been sick or injured, there was no statistical difference between men and women.

Figure 9: Gender and Experience With Specific Health & Safety Violations

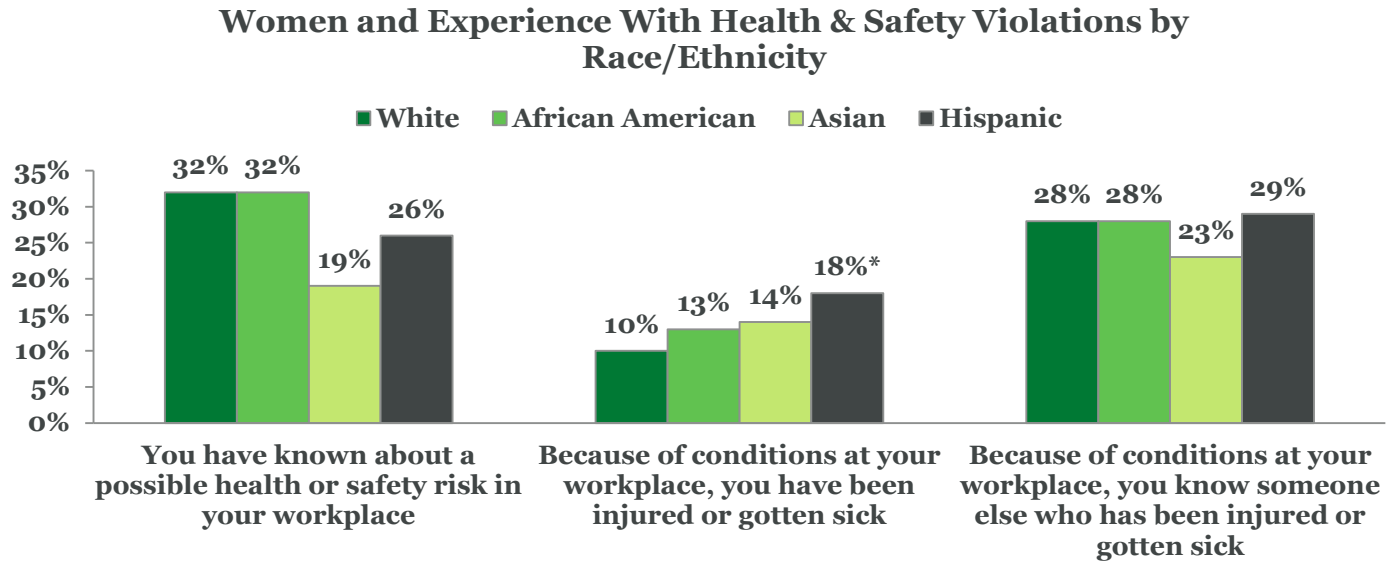


**Denotes significant difference from the Women category at the 95% confidence interval*

Women of all races were more likely to report knowing about a health or safety violation or knowing someone who had gotten injured or sick on the job than to have been injured or sick themselves. There were no major

differences between races in terms of knowing about a risk and knowing someone who was sick or injured. However, Hispanic women were significantly more likely than White women to have been sick or injured on the job.

Figure 10: Working Women and Experience With Health & Safety Violations: Race/Ethnicity



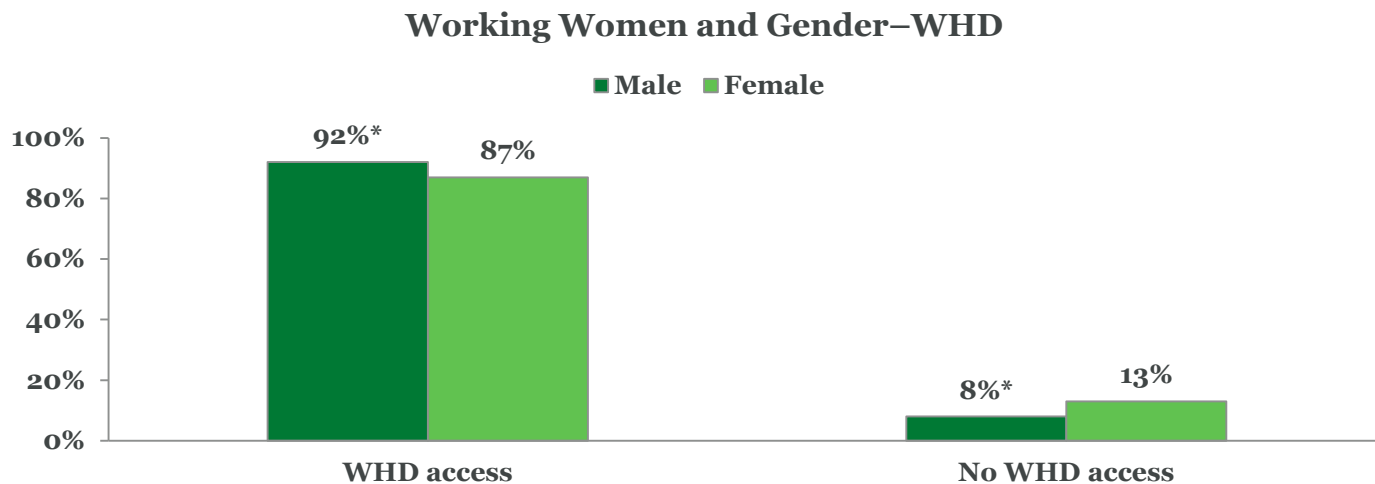
*Denotes significant difference from White category at the 95% confidence interval

4.0 WOMEN'S BUREAU—WHD

WHD BY GENDER

When looking at those who took the WHD module by gender, the most significant difference was in access. Men were significantly more likely to have access to WHD materials and education (92%) than women (87%). Apart from this, working men and women in this module did not differ significantly in terms of education, experience, or reporting.

Figure 11: Working Women and Access to Information on Wage & Hour Rights



*Denotes significant difference from the Women category at the 95% confidence interval

Apart from their access to WHD materials, men and women did not show significant differences in terms of education, past experience, past reporting, or in their future likelihood to report a wage and hour violation.

Table 10: Working Women and Wage & Hour Education, Access, Experience, and Reporting

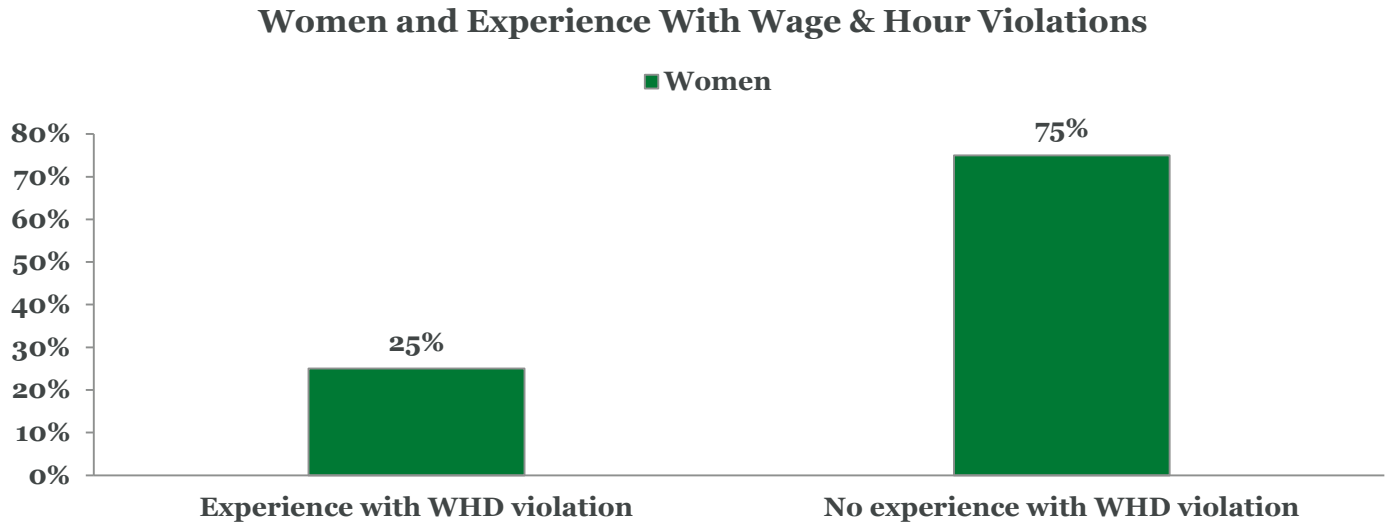
		Male	Female
		A	B
Education	On a regular basis	14%	13%
	As needed	30%	28%
	When training a new employee	34%	36%
	Not at all	23%	23%
Access	WHD access	92% B	87%
	No WHD access	8%	13% A
Experience	Experience with wage and hour violation	28%	25%
	No with experience wage and hour violation	72%	75%
Formal reporting	Yes, formally reported	50%	50%
	No, did not report	50%	50%
Future likelihood to report	Extremely likely	51%	55%
	Not extremely likely	49%	45%

*Letters denote statistically significant difference across noted columns. Differences are statistically significant at the 95% confidence interval.

WOMEN AND EXPERIENCE WITH WAGE & HOUR VIOLATIONS

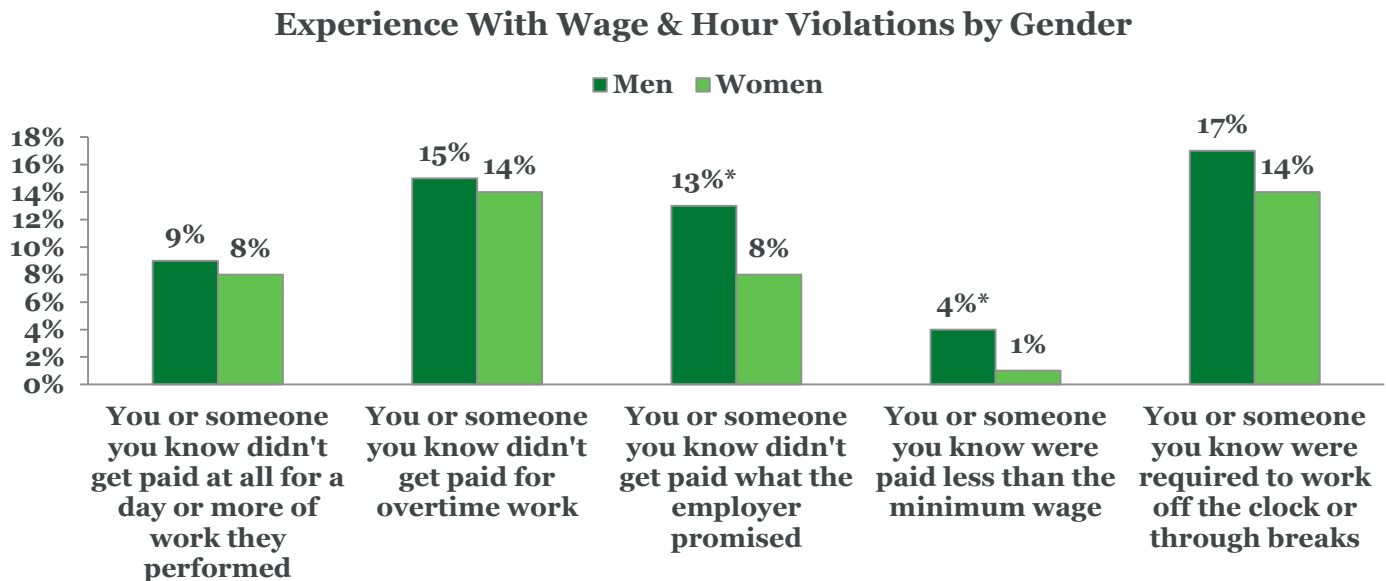
Overall, working women have largely not had experience with a wage and hour violation at their jobs. Three-quarters (75%) of women who took the WHD module reported not having experience with such a violation versus 25% who say they had.

Figure 12: Working Women and Experience With Wage & Hour Violations



Across wage and hour violations, being required to work off the clock (or knowing someone who has) was the most common violation among both men and women. Between genders, men were significantly more likely than women to not get paid what an employer promised, and were also more likely to be paid less than the minimum wage.

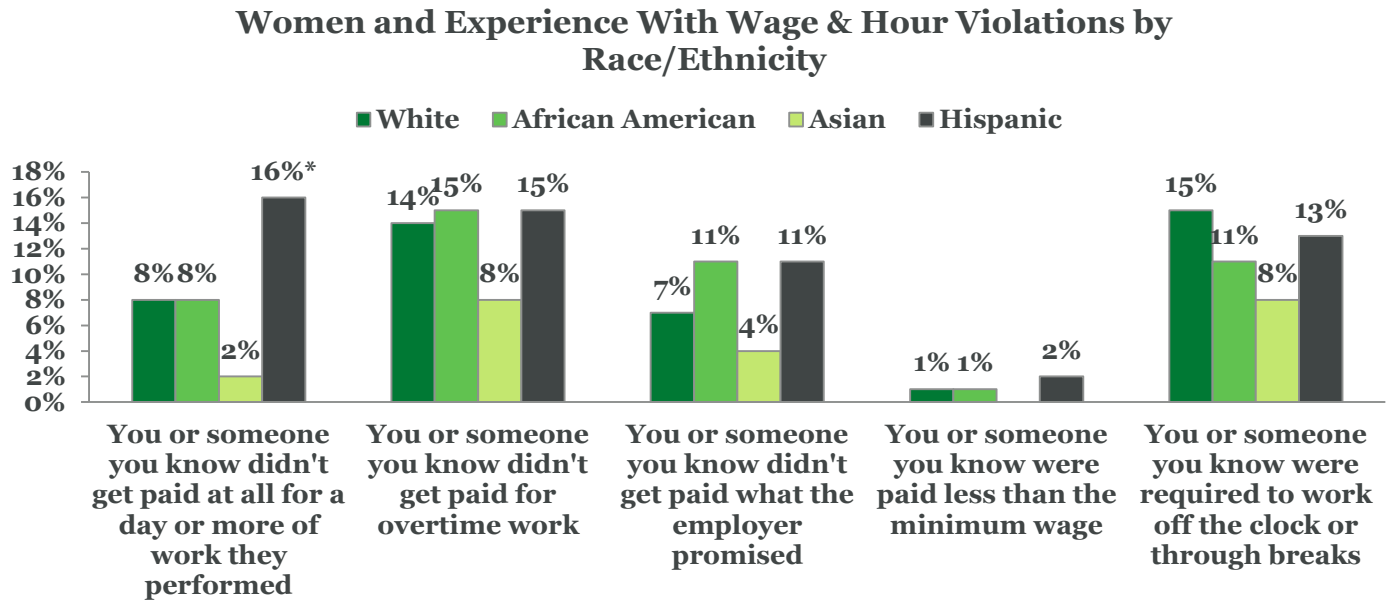
Figure 13: Gender and Experience With Specific Wage & Hour Violations



*Denotes significant difference from the Women category at the 95% confidence interval

When looking at working women who have experience with violations, the most striking difference was among those who didn't get paid at all for a day of work (or knew someone who hadn't). Here, Hispanic women were significantly more likely to have experience with this violation than any other racial group—White, African American, or Asian.

Figure 14: Working Women and Experience With Wage & Hour Violations: Race/Ethnicity



*Denotes significant difference from the White category at the 95% confidence interval

APPENDIX A



METHODOLOGY

SURVEY METHODS

The goal of survey was to gauge the current level of workers' voice in the workplace and the factors affecting voice, specifically, voice relating to the laws administered and enforced by OSHA and WHD. A pilot study was conducted during September to November of 2012 resulting in 800 completed telephone interviews. The goal was to test the survey instrument and the sample design to ensure that those were performing according to DOL requirements. Upon completion of the pilot study, a report was prepared summarizing the findings. Necessary changes in the survey instrument, sample design, and other aspects of the study were made and approved before launching the main study. This report provides details of the survey methodology and data collection procedures used for the main study. A copy of the survey instrument appears in Appendix B.

SAMPLE DESIGN

The universe for this study consisted of all “currently working” adults (aged 18 and older) residing in U.S. households in any of the 50 states or in the District of Columbia. Respondents reporting that they were currently working full time or part time and not self-employed were considered eligible for this study. The target population, therefore, included all adults with a current full-time or part-time job, i.e., working for pay, while the group of self-employed adults was excluded.

For the purpose of data collection for this study, a household-based Random Digit Dialing (RDD) telephone survey was conducted to complete a total of 5,429 interviews nationwide. In the main RDD study (hereafter referred to as the main study) where all working adults (male and female) were eligible, a total of 4,007 interviews were completed. In addition, working minority women (Hispanics, Asians, African Americans, or American Indians) were oversampled (hereafter referred to as the Oversample) to generate another 1,422 interviews from this group of minority working women. The oversampling of minority women was carried out to allow the DOL to get a more detailed understanding of voice among that specific subpopulation.

For the main study, the target population consisted of all U.S. adults who were currently working (full time or part time and not self-employed) and living in households in any of the 50 states or in the District of Columbia. To minimize bias, both landline and cell phones were included in the telephone sample. The target population was geographically stratified into four census regions (Northeast, Midwest, South, and West) and sampling was carried out independently within each stratum (region). The definition of the four census regions in terms of states is given below.

- **Northeast:** Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont, New Jersey, New York, and Pennsylvania.
- **Midwest:** Illinois, Indiana, Michigan, Ohio, Wisconsin, Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, and South Dakota.
- **South:** Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia, West Virginia, Alabama, Kentucky, Mississippi, Tennessee, Arkansas, Louisiana, Oklahoma, and Texas.
- **West:** Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, Wyoming, Alaska, California, Hawaii, Oregon, and Washington.

The sample allocation across the four census regions for the main study was based on proportional allocation (i.e., the sample size allocated to any particular region was roughly in proportion to the size of that region in terms of the estimated number of working adults). Based on the latest available Current Population Survey (CPS) data, the distribution of working adults across the four regions was as follows: 19% (Northeast), 22% (Midwest), 37% (South), and 22% (West). Using proportional sample allocation, the number of surveys to be completed in

each region was expected to be close to those proportions. However, the actual number of completed surveys (Northeast: 19.1%, Midwest: 24.0%, South: 33.4% and West: 23.5%) for each census region was dependent on observed response rates and so they were not expected to exactly match the corresponding targets. However, the observed numbers as shown above were close to those targets.

Within each region (stratum), the sampling of landline and cell phones was carried out separately from the respective sampling frames. The landline RDD sample of telephone numbers was selected (without replacement) following the list-assisted telephone sampling method proposed by Casady and Lepkowski¹. This procedure uses the Telcordia frame that is generated by appending all 10,000 four-digit suffixes (0000 to 9999) to the area code-prefix combinations. In view of cost and operational efficiency, this study followed the truncated version of the Casady and Lepkowski method and sampled from 100-banks containing at least 1 listed residential number (1+). For within-household sampling, the “most recent birthday” method to randomly select one eligible person from all eligible adults in each sampled household was employed. Following the “most recent birthday” method, the interviewer asked to speak with the eligible person in the household who most recently had a birthday. This was much less intrusive than the purely random selection method or grid selection that requires enumeration of all household members to make a respondent selection.

The cell phone sample of telephone numbers was drawn (without replacement) separately from the corresponding telephone exchanges dedicated to cell phones. For respondents reached on cell phones, there was no additional stage of sampling (as there was with the within-household sampling for landline sample). The person answering the call was selected for the survey if he or she was found otherwise eligible. For both landline and cell phones, the geographic location of the respondent was determined based on respondent's response to the question on location (“May I please have your ZIP code?”). All respondents were asked a series of questions to gather information on their use of telephone (cell only, landline only, or dual-user cell mostly and other dual users). The RDD sample (for both landline and cell) was obtained from Survey Sampling, Inc. based in Connecticut.

For the oversampling of working women belonging to the minority groups (the oversample), necessary screening questions based on race/ethnicity were asked. The target population for the oversample consisted of all U.S. working adults who were female and also belonged to one of the minority groups (Asians, African Americans, American Indians, or Hispanics). The RDD telephone sample consisting of both landline and cell numbers was screened to generate this oversample. To maximize the incidence rate for this group, certain telephone exchanges with higher expected percentages of minority population were oversampled. To generate an adequate number of interviews for this group, it was also necessary to use an additional sample source generated from Gallup's G1K survey. In Gallup's G1K survey, about 1,000 interviews are completed daily nationwide using a full dual frame (landline and cell) telephone sample design. A significant amount of demographic and other information (including employment status) is available for the respondents of the G1K survey and a certain percentage of these respondents (those who were willing to participate in a follow-up survey) was re-contacted to oversample this group of working minority women. Out of the 1,422 interviews completed as part of the oversample, 222 interviews were obtained from the RDD sample source while another 1,200 interviews were obtained by using the G1K sample source by screening for the group of working women belonging to minority groups.

The survey consisted of a core set of questions followed by two separate modules of questions—one each for OSHA and WHD—in which specific questions about each agency were included. Respondents answered the core set of questions and then were randomly assigned to one or the other module. The random assignment of questions to one or the other module was done using CATI-based software. As a result, the number of completed OSHA (those containing responses to specific questions in the OSHA module) and WHD (those containing responses to specific questions in the WHD module) interviews was expected to be about half of the total number

¹ Casady, R. J., and Lepkowski, J. M. (1993). *Stratified Telephone Survey Designs*. *Survey Methodology*, June 1993, vol. 19, No. 1, Statistics Canada, pp. 103-113.

of interviews (5,429). The set of core questions was answered by everyone and so the number of completed interviews for the core questions was equal to the total number of completed interviews (5,429). The actual number of completed interviews for OSHA and WHD modules were 2,755 (50.7%) and 2,674 (49.3%), respectively. The total number of interviews with minority working women in the main study and oversample combined was 1,920.

DATA COLLECTION

Interviewing using RDD sampling took place over a three-month period from December 6, 2012 to March 6, 2013. The data collection for the purpose of oversampling using the Gallup daily G1K survey was conducted during March 2013 (March 1 to March 28). The average length of the telephone survey was 17.1 minutes.

Out of the total 5,429 telephone surveys, 2,667 interviews were completed by cell phone while the rest (2,762) were done using landline phones. A total of 194 surveys were completed using the Spanish version of the questionnaire. All sample management, interview scheduling, conducting and monitoring of interviews, and reporting of progress of data collection was handled by Gallup's state-of-the-art CATI system. A comprehensive data collection plan was maintained to maximize response rates and data quality and minimize respondent burden. The plan involved a call design scheme to optimize telephone coverage and contact with respondents, and to minimize no contacts and refusals.

A 5 + 5 call design was used for the study where up to five calls were made to establish human contact and up to another five calls were made to complete an interview. Once a telephone number was selected for inclusion, an interviewer made an initial call to reach the household. If no one answered, or no person age 18 or older was available at the time of the first call, additional calls (over different days and time periods as presented below) were made to reach the selected household and to randomly select an eligible respondent. Once a respondent was selected, additional calls were made to complete the interview. The following call schedule, which applied to both the initial contacts for selection of a designated respondent and subsequent calls for completion of the interview, was used:

Calling Period

Respondent's Local Time

Weeknights: 4:00 p.m. to 9:00 p.m.

Weekends: Saturday 10:00 a.m. to 5:00 p.m.

Sunday 12:00 p.m. to 7:00 p.m.

As mentioned above, interviewing for this survey was conducted during weekday evenings (after 4 p.m.) and on weekends (including daytime calls) to increase the likelihood of finding respondents at home. Using a predetermined callback design, calls were placed at different times of the day and different days of the week to maximize the chance of inclusion of people difficult to reach by telephone. In addition, respondents who declined to be interviewed ("soft refusals") were re-called to encourage their participation in the interview. Appointments (scheduled callbacks) were also made for respondents who preferred to be called back at some other time of their choice. This system was entirely automated to implement the calling protocol described above and to ensure a representative sample of the target population.

All interviewers assigned to the project underwent training specific to this project. For the purpose of monitoring any interview at a later time, all interviews were recorded. The recording begins when the respondent answers the phone and the statement about taping the interviews is read to the respondent right after the introduction.

All data were collected by Gallup. Data were strictly confidential and no identifying information was released outside of the organization. All interviewers signed statements of confidentiality stating that they would not reveal the results of any interview to anyone else. The name of the respondent was not collected during the course

of the interview, and the telephone number was separated from the survey data before analysis and was not connected to the data released to DOL.

SAMPLE EXECUTION/RESPONSE RATES

Random subsamples (replicates) were formed and released sequentially based on the progress of interviewing. The goal was to release an optimum amount of the sample each time so that the prescribed call design for this study could be implemented for each of the numbers released while completing a targeted number of interviews within the field period.

Response rates are one measure of the extent to which a dataset accurately reflects the characteristics and responses of a given population. Two factors drive non-response rates: non-contacts and non-interviews (i.e., refusals). Each of these can lead to sample bias if a group or type of potential respondent is systematically missed. The largest influence on non-contact/non-response appears to be the number of call attempts. The manner in which the sample is released into a carefully planned call design ensures multiple attempts for each sample unit. The not-at-home patterns of a given population are also important considerations to maximize the probability of contact during repeated attempts. Gallup's call design maximizes the probability of reaching respondents over a variety of days of the week and times of day. Refusals tend to account for a major proportion of non-responders with the potential for non-response bias. An interaction with a respondent was coded as a refusal if the respondent categorically refused to continue with the survey during the initial introduction of the study. If the reluctance was for reasons such as "too busy to do it now" or "prefer not to participate now," those cases (of "soft refusals") were not coded as refusals and were called back later.

The 5 + 5 call design was used to make a human contact and then to complete an interview. The call history of all the calls made to the telephone numbers that were dialed at least once was recorded. The final call status of the phone numbers in the released sample was derived based on the call history of each number. Finally, this information was used to generate the response rate report based on the standard American Association for Public Opinion Research (AAPOR) definition of response rate for telephone surveys. The AAPOR response rate (RR) is considered as the standard response rate formula to be used for this type of random digit dial surveys. It is defined as follows:

$$\begin{aligned} \text{RR} &= (\text{number of completed interviews})/(\text{Estimated number of eligibles}) \\ &= (\text{Number of completed interviews})/(\text{Known Eligibles} + \text{Presumed Eligibles}) \quad (1) \end{aligned}$$

It was straightforward to find the number of completed interviews and the number of known eligible. The estimation of the number of "presumed eligibles" was done in the following way. In terms of eligibility, all sample records (irrespective of whether any contact/interview was obtained) could be divided into three groups: i) known eligibles (i.e., cases where the respondents, based on their responses to screening questions, were found eligible for the survey), ii) known ineligible (i.e., cases where the respondents, based on their responses to screening questions, were found ineligible for the survey), and iii) eligibility unknown (i.e., cases where all screening questions could not be asked, as there was never any human contact or cases where respondents answered the screening questions with a "Don't Know" or "Refused" response and hence the eligibility is unknown).

Based on cases where the eligibility status was known (known eligible or known ineligible), the eligibility rate (ER) was computed as:

$$\text{ER} = (\text{known eligibles})/(\text{known eligibles} + \text{known ineligible})$$

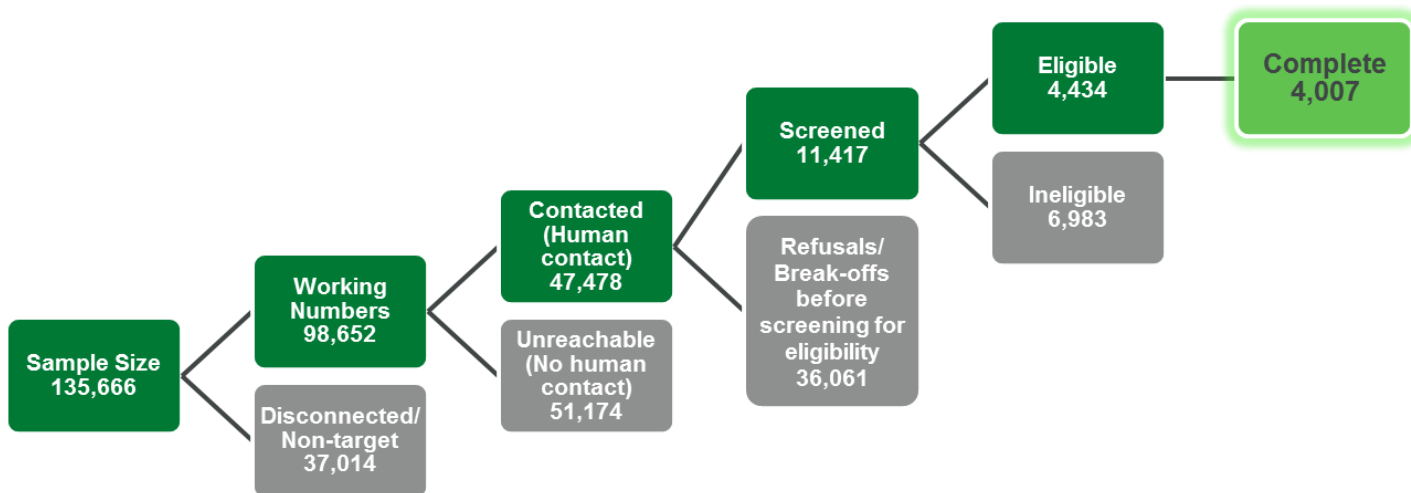
Thus, the ER is the proportion of eligibles found in the group of respondents for whom the eligibility could be established.

At the next step, the number of presumed eligibles was calculated as:

$$\text{Presumed eligibles} = \text{ER} \times \text{number of respondents in the eligibility unknown group}$$

The basic assumption is that the eligibility rate among cases where eligibility could not be established was the same as the eligibility rate among cases where eligibility status is known. The response rate formula presented above is based on standard guidelines on definitions and calculations of response rates provided by AAPOR. The overall response rate for the main study based on the RDD sample was 11.2%. Exhibit A below provides information on call disposition for the main study RDD sample.

EXHIBIT A: NUMBER OF CASES BY CALL DISPOSITION CATEGORIES FOR THE MAIN STUDY RDD SAMPLE



The contact rate, cooperation rate, and the completion rate were 48.1%, 24.0%, and 90.4%, respectively. In other words, 48.1% of the working numbers produced a human contact, 24.0% of those contacted cooperated through the screening section of the survey, and finally 90.4% of those who were found eligible completed the survey. The response rate was 11.3% for landline sample and 11.1% for cell phone sample. For data collection based on the Gallup G1K survey, the overall response rate was 28.8%. It was 31.4% and 27.2% for the landline and cell samples, respectively.

Due to increased use of answering machines, call screening devices, and other technologies, as well as general reluctance on the part of people to participate in surveys, response rates for RDD telephone surveys have dropped considerably over time and have experienced steeper declines with the increased use of these technologies in recent times. In an effort to increase the telephone response rate for this study, Gallup used, as mentioned before, a minimum of 5 + 5 call design and took all possible steps to maximize the response rate to the extent possible. A lower response rate does not necessarily imply non-response bias although such bias may be more likely for studies with lower response rates. To examine the potential for non-response bias, Gallup conducted a non-response bias study in accordance with OMB requirements. For the non-response follow-up, the mode of data collection was also telephone and a 5+5 call design was employed. Random samples were selected from the group of non-respondents and a total of 407 interviews were completed during the non-response follow-up phase. The group of non-respondents included (i) Non-contacts (sampled cases where no human contact could be established during the main phase of data collection) and (ii) Refusals (sampled cases where a human contact was established but an interview couldn't be completed). The overall response rate (AAPOR) for the non-response follow-up phase was 6.1%. The questionnaire for the non-response follow-up study included a selected

subset of questions from the main study. Overall, the findings of the non-response bias study did not indicate the existence of any significant differences between the respondents and non-respondents of this study. A report of the non-response bias study containing additional details is submitted separately.

SAMPLE WEIGHTING

Sample data were weighted to project the sample to the corresponding target population and to minimize bias in survey-based estimates. Weighting was carried out to adjust for (i) unequal probability of selection in the sample and (ii) nonresponse. Finally, post-stratification weighting was used to project the weighted numbers to known characteristics (external estimates) of the target population. Once the sampling weights were generated, weighted estimates could be produced for different unknown population parameters (means, proportions, etc.) for the target population and for specific population subgroups.

The weighting for the main study (and the oversample derived from the RDD sample source by screening) was done following the procedure described in Courtney Kennedy (2007)². In studies dealing with both landline and cell phone samples, one approach is to screen for “cell only” respondents by asking respondents reached on the cell phones whether or not they also have access to a landline and then interviewing all eligible persons from the landline sample whereas interviewing only “cell only” persons from the cell phone sample. The samples from such designs are stratified, with each frame constituting its own stratum. In this study, however, a dual-frame design was used where dual users (those with access to both landline and cell phones) could be interviewed in either sample. This resulted in two estimates for the dual users based on the two samples (landline and cell). The two estimates for the dual users were then combined and added to the estimates based on landline-only and cell-only populations to generate the estimate for the entire population.

For the purpose of sample weighting, the four census regions were used as weighting adjustment classes. Following Kennedy, Courtney (2007), the composite pre-weight was generated within each weighting class. The weight assigned to the i^{th} respondent in the h^{th} weighting class ($h=1, 2, 3, 4$) was calculated as follows:

$$W_{(\text{landline},hi)} = (N_{hl}/n_{hl})(1/RR_{hl})(n_{cwa}/n_{ll})(\lambda^{IDual}) \quad \text{for landline sample cases} \quad (2)$$

$$W_{(\text{Cell},hi)} = (N_{hc}/n_{hc})(1/RR_{hc})(1 - \lambda)^{IDual} \quad \text{for cellular sample cases} \quad (3)$$

where

N_{hl} : size of the landline RDD frame in weighting class h

n_{hl} : sample size from landline frame in weighting class h

RR_{hl} : response rate in weighting class h associated with Landline frame

n_{cwa} : number of “currently working” adults in the sampled household

n_{ll} : number of residential telephone landlines in sampled household

$IDual$: indicator variable with value 1 if the respondent is a dual user and value 0 otherwise

N_{hc} : size of the cell RDD frame in weighting class h

n_{hc} : sample size from Cell frame in weighting class h

RR_{hc} : response rate in weighting class h associated with Cell frame

‘ λ ’ is the “mixing parameter” with a value between 0 and 1. If roughly the same number of dual users is interviewed from both samples (landline and cell) within each census region, then 0.5 will serve as a reasonable approximation to the optimal value for λ . This adjustment of the weights for the dual users based on the value of the mixing parameter ‘ λ ’ was carried out within each census region. For this study, a value of ‘ λ ’ equal to the ratio of the number of dual users interviewed from the landline frame and the total number dual users interviewed from both frames was used within each region.

² Kennedy, Courtney (2007): Evaluating the Effects of Screening for Telephone Service in Dual Frame RDD Surveys, *Public Opinion Quarterly*, Special Issue 2007, Volume 71 / Number 5: 750-771.

It may be noted that equation (3) above for cell sample cases didn't include weighting adjustments for (i) number of "currently working" adults and (ii) telephone lines. For cell sample cases, as mentioned before, there was no within-household random selection. The person answering the call was selected as the respondent if he or she was otherwise found eligible and hence no adjustment based on "number of eligible adults in the household" was necessary. The information on the number of cell phones owned by a respondent could also be asked to make adjustments based on number of cell phones. However, the percentage of respondents owning more than one cell phone was expected to be too low to have any significant impact on sampling weights. For landline sample cases, the values for (i) number of eligible adults (n_{cwa}) and (ii) number of residential telephone lines (n_{ll}) were truncated to avoid extreme weights. The cutoff values for truncation (2 for 'number of telephone lines' and 3 for 'number of eligible adults') were determined after examining the distribution of these variables in the sample.

The response rates (RR_{hl} and RR_{hc} mentioned above in equations (2) and (3)), were measured using the AAPOR (3) definition of response rate within each weighting class as explained above in the section on Data Collection.

Post-stratification weight: Once the two samples (dual users interviewed on landline phones and cell phones) were combined using the composite weight (equations (2) and (3) above), a post-stratification weighting step was carried out, following Kennedy (2007), to simultaneously rake the combined sample to (i) known characteristics of the target population (adults currently working full time or part time and not self-employed) and (ii) an estimated parameter for relative telephone usage (landline only, cell only, cell mostly, other dual users).

As mentioned before, adults who were "currently working" full time or part time and were not self-employed were eligible for this study. For the main study, the following variables were used for post-stratification weighting: Gender, census region, age, education, ethnicity/race, worker type, and employment status.

- Age group: (18 - 24, 25 - 34, 35 - 44, 45 - 54, 55 and older)
- Education: (High school or less, Some college, College graduate or higher)
- Ethnicity/Race: (Hispanic, Non-Hispanic Black, Non-Hispanic Asian, Non-Hispanic American Indian, Non-Hispanic White/Other)
- Census Region: (Northeast, Midwest, South, West)
- Worker Type: (Government, Private, Non-Profit)
- Employment Status: (Full Time, Part Time)

The target numbers for post-stratification weighting were obtained from the latest available Current Population Survey CPS March 2012 data. For the telephone usage parameter (landline only, cell only, dual users cell mostly, and dual users others), the target numbers were based on the latest estimates (2011) from National Health Interview Survey (NHIS). For the purpose of identifying the cell mostly respondents among the group of dual users, the following question (Question D23C in the attached questionnaire) was included in the survey (see Appendix B for a copy of the survey questionnaire).

Question: Of all the telephone calls your household receives (**read 1-3**)?

- 1 All or almost all calls are received on cell phones
- 2 Some are received on cell phones and some on regular phones, OR
- 3 Very few or none are received on cell phones
- 4 (DK)
- 5 (Refused)

Respondents choosing response category 1 (all or almost all calls are received on cell phones) were identified as “cell mostly” respondents. After post-stratification weighting, the distribution of the final weights was examined and trimming of some extreme weights was carried out to minimize the effect of large weights on variance of estimates.

The main sample (4,007 interviews) and the oversample obtained from the RDD sample (222 interviews) were weighted following the weighting steps described above. The only difference for the RDD oversample was in the selection of variables for post-stratification weighting. The post-stratification weighting variables for the RDD oversample were as follows: ethnicity/race and employment status (full-time or part-time). For the oversample derived from the Gallup G1K sample source (G1K oversample), the sample of data was post-stratified using the following variables: age, education, region, employment status, and ethnicity/race. Since only women were eligible to be part of the oversample, it was not necessary to use gender as one of the variables for post-stratification weighting. For post-stratification weighting, it was sometimes necessary to combine some of the levels (or categories) of the weighting variables mentioned above to avoid very small sample sizes in some post-stratification adjustment cells.

As described above, the RDD sample (4,007 interviews) of both male and female workers and the oversample of minority working women (222 completed interviews obtained from RDD sample source and another 1,200 interviews obtained from the Gallup G1K sample source) were all weighted separately. At the final stage, these samples were combined by making sure that each of these samples was correctly represented (in terms of their relative size) in the combined sample. For the combined sample, the final post-stratification weighting process involved adjustments based on important demographic variables like census region, age, gender, race/ethnicity, education, worker type, and employment status.

The distribution of the final weights was examined and minimal trimming of weights was carried out to avoid very extreme weights.

The final data set of completed surveys included three weighting variables: (i) a weight variable for the core set of questions (ii) a weight variable for the OSHA module questions and (iii) a weight variable for the WHD module questions. The choice of the weight variable for any particular analysis will depend on the specific requirements of that analysis. It should also be noted that the target data for post-stratification included working adults that did not have access to a telephone (non-telephone population). This will help minimize the coverage bias due to exclusion of the non-telephone working adults from the scope of this telephone-based survey.

APPENDIX B



SURVEY INSTRUMENT

APPENDIX B

CASEID

QID:36526

I.D.#

CASEID(1-6)

FVALIFON

QID:1528

★
AREA CODE AND TELEPHONE NUMBER

FVALIFON(1161-1179)

CINTTIME

QID:963

★
**INTERVIEW TIME:

CINTTIME(1716-1721)

ENTITYID

QID:74 ENTITY ID:

★
(Programmer: Code from fone file)

ENTITYID(916-925)

SA1

QID:219973

G1K_RECONTACT_NAME

(Programmer: Code from fone file)

SA1(574-603)

SA2

QID:219974

G1K_RECONTACT_GENDER:

(Programmer: Code from fone file)

SA2(535-540)

SA3

QID:219975

G1K_RECONTACT_EMPLOYMENT_STATUS:

(Programmer: Code from fone file)

SA3(541-558)

SA4

QID:220521

G1K_RECONTACT_RACE:

(Programmer: Code from fone file)

- 1 Hispanic
- 2 African American
- 3 Asian American
- 4 American Indian or Alaska Native

SA4(526)

SA

QID:196548

SAMPLE TYPE:

- 1 Landline Listed Sample
- 2 Cell Phone Sample
- 3 Oversample Landline
- 4 Oversample Cell Phone
- 5 G1K Re-contact Landline
- 6 G1K Re-contact Cell Phone

SA(376)

SA_1

QID:214274

Oversample Landline TYPE:

(Interviewer: Code from OMS)

- 11 Region 1 High-Density **(Code and Tally)**
- 12 Region 1 Low-Density **(Code and Tally)**
- 21 Region 2 High-Density **(Code and Tally)**
- 22 Region 2 Low-Density **(Code and Tally)**
- 31 Region 3 High-Density **(Code and Tally)**
- 32 Region 3 Low-Density **(Code and Tally)**
- 41 Region 4 High-Density **(Code and Tally)**
- 42 Region 4 Low-Density **(Code and Tally)**

SA_1(201-202)

(Programmer: All interviews are recorded. The recording begins when the respondent answers the phone. This statement is read after the "Continue" response is entered after the Introduction and before the first question.)

FRECCONS

QID:98881

This interview will be recorded for internal quality assurance.

- 1 (Continue)
- 2 (Refused) - **(Thank and Terminate)**

FRECCONS(1984)

INTRO1

QID:120821

Hello, this is _____, with the National Gallup Poll. **(If code 1, 2, 3, or 4 in SA, read: We are conducting a survey about workplaces and employment.) (If code 5 or 6 in SA, read:)** May I please speak with **(response in SA1)**. Gallup will not share any individual responses with the government or your employer.

- 1 Respondent available - **(Continue)**
- 4 No such person lives here - **(Thank and Terminate)**
- 7 Respondent not available - **(Set time to call back)**
- 8 (Soft Refusal)
- 9 (Hard Refusal) - **(Thank and Terminate)**

INTRO1(2001)

(Programmer: If code 5 or 6 in SA, once respondent on phone continue reading:)

QID:219995

First, I would like to thank you for your previous participation on the Gallup Poll. We are currently conducting a survey about workplaces and employment and we would love to get your feedback.

QID:219978

(IF RESPONDENT SAYS THEY ARE NOT EMPLOYED SO THEY DON'T WANT TO PARTICIPATE:)

It is important that we speak with all types of adults, whether you are currently working or not.

(IF RESPONDENT ASKS ABOUT SURVEY LENGTH:)

This survey is estimated to take about 18 minutes to complete.

(READ IF NECESSARY:)

Would you like me to provide you with an address where you can send comments regarding the burden estimate or any other aspect of this survey, including suggestions for reducing this burden? (IF YES, READ ADDRESS BELOW)

Chief Evaluation Office
U.S. Department of Labor
200 Constitution Avenue NW
Room S2316
Washington, DC 20210

The OMB control number for this study is OMB No. 1235-0027.

QID:215152

Skip: (If code 1 or 3 in SA, Continue; Otherwise, Skip to QNSL2)

SB1_1

QID:196552

Including yourself, how many adults over the age 18 in this household are currently working either full-time or part-time and are not self-employed?

Number of working adults in household _____

(Interviewer: Code actual number)

- 00 None
- 01 01-
- 97 97+
- 98 (DK)
- 99 (Refused)

SB1_1(2002-2003)

QID:213432 **Skip: (If code 00 in SB1 1, Thank and Terminate;
If code 3 in SA, Continue;
Otherwise, Skip to SC)**

SB1_1_2

QID:212383 How many FEMALES over the age 18 in this household are currently working either full-time or part-time and are not self-employed?

Number of working FEMALES in household _____
(Interviewer: Code actual number)

- 00 None
- 01 01-
- 97 97+
- 98 (DK)
- 99 (Refused)

SB1_1_2(2030-2031)

QID:213433 **Skip: (If code 00 in SB1 1 2, Thank and Terminate;
Otherwise, Skip to SCA)**

(Interviewer: Code only; Do NOT ask)

QNSL2

QID:145173 GENDER

- 1 Male
- 2 Female

QNSL2(2032)

QID:219979 **Skip: (If code 4, 5, or 6 in SA AND code 1 in QNSL2, THANK AND TERMINATE;
Otherwise, Continue)**

SB1_2

QID:196555 Are you at least 18 years of age and currently working either full-time or part-time and not self-employed?

- 1 Yes
- 2 No
- 8 (DK)
- 9 (Refused)

SB1_2(2004)

QID:219980 **Skip: (If code 2 in SA AND code 1 in SB1 2, Skip to SD1;**
If code 4, 5, or 6 in SA AND code 1 in SB1 2 AND code 2 in QNSL2, Skip to
SB1 1A;
Otherwise, THANK AND TERMINATE)

SC

QID:196557 **(If code 01 in SB1 1, read:)** May I please speak with that person you mentioned is currently working full-time or part-time and is not self-employed?

(If code 02-97 in SB1 1, read:) Among the **(response in SB1 1)** people CURRENTLY WORKING full-time or part-time and are not self-employed, may I please speak with the person 18 years of age or older, who had the most recent birthday?

- 1 Yes, male respondent available - **(Skip to SD1)**
- 2 Yes, female respondent available - **(Skip to SD1)**
- 3 No one in household 18 or older - **(Thank and Terminate)**
- 5 No one in the household working - **(Thank and Terminate)**
- 7 Respondent not available/Not a good time - **(Set time to call back)**
- 9 (Refused) – **(Thank and Terminate and Tally)**

SC(2005)

QID:213436 **Skip: (If code 3 or code 5 in SC, Thank and Terminate;**
If code 9 in SC, Thank, Terminate and Tally;
If code 7 in SC, Set time to call back;
Otherwise, Skip to SD1)

SCA

QID:212388 **[(If code 01 in SB1 1 2, read:)]** May I please speak with the FEMALE you mentioned is currently working full-time or part-time and is not self-employed?

(If code 02-97 in SB1 1 2, read:) Among the **(response in SB1 1 2)** FEMALES CURRENTLY WORKING full-time or part-time and are not self-employed, may I please speak with the person 18 years of age or older, who had the most recent birthday?

- 1 Yes, male respondent available -
(Continue)
- 2 Yes, female respondent available -
(Continue)
- 3 No one in household 18 or older -
(Thank and Terminate)
- 5 No one in the household working -
(Thank and Terminate)
- 7 Respondent not available/Not a good time - **(Set time to call back)**
- 9 (Refused) – **(Thank and Terminate and Tally)**

SCA(2035)

QID:213437 **Skip: (If code 1, 3 or code 5 in SCA, Thank and Terminate; If code 9 in SCA, Thank, Terminate and Tally; If code 7 in SCA, Set time to call back; Otherwise, Continue)**

SB1_1A

QID:212389 In order to make sure we are speaking with a variety of households, could you please tell me if you are of Hispanic, Latino or Spanish origin, such as Mexican, Puerto Rican, Cuban, or other Spanish origin?

- 1 Yes
- 2 No
- 8 (DK)
- 9 (Refused)

SB1_1A(2036)

SB1_1B

QID:212390 Next, I am going to read you a list of racial groups. As I read each one, please tell me whether you are -- or are not -- a member of that racial group. You may consider yourself to be a member of more than one racial group. How about _____?
(Interviewer: Read SB1 1BA- SB1 1BE)

- 1 Yes
- 2 No
- 8 (DK)
- 9 (Refused)

SB1_1BA	<i>QID:212395</i>	White	SB1_1BA(2037)
SB1_1BB	<i>QID:212391</i>	Black or African-American	SB1_1BB(2038)
SB1_1BC	<i>QID:212392</i>	Asian	SB1_1BC(2039)
SB1_1BD	<i>QID:212393</i>	American Indian or Alaska Native	SB1_1BD(2040)
SB1_1BE	<i>QID:212394</i>	Native Hawaiian or other Pacific Islander	SB1_1BE(2041)

QID:213604 **Skip: (If code 2, 8 or 9 SB1_1A AND SB1_1BA- SB1_1BE, Thank and Terminate)**

SB1_1C
QID:212409 Women of Color (**CODE ONLY**)

- 1 **(If code 1 in SB1_1A)** Hispanic (n=640)
Tally only
- 2 **(If 2, 8, 9 in SB1_1A and 1 in SB1_1BE)** Native Hawaiian or other Pacific Islander (census)
- 3 **(If 2, 8, 9 in SB1_1A and 1 in SB1_1BC)** Asian (n=160) Tally only
- 4 **(If 2, 8, 9 in SB1_1A and 1 in SB1_1BD)** American Indian or Alaska Native (n=160) Tally only
- 5 **(If 2, 8, 9 in SB1_1A and 1 in SB1_1BB)** Black or African American (n=800)
- 6 **(If 2, 8, 9 in SB1_1A and SB1_1BB AND SB1_1BC AND SB1_1BD AND SB1_1BC and 1 in SB1_1A)** White
(THANK AND TERMINATE)

SB1_1C_CA0(2045)
SB1_1C_CA1(2046)
SB1_1C_CA2(2047)
SB1_1C_CA3(2048)
SB1_1C_CA4(2049)
SB1_1C_CA5(2050)

SD1
QID:196560 First, to confirm, have I reached you on your cell phone?

- 1 Yes
- 2 No
- 8 (DK)
- 9 (Refused)

SD1(2006)

QID:196561 **Skip: (If code 1 in SD1, Continue; Otherwise, Skip to S1)**

SD5

QID:196562 Is the CELL PHONE I have reached you on mainly used for personal use, or only for business purposes?

- 1 Personal use
- 2 Used only for business
- 3 BOTH (Volunteered)
- 4 (DK)
- 5 (Refused)

SD5(2007)

QID:196563 **Skip: (If code 1 or 3 in SD5, Continue; Otherwise, Thank, Terminate and Tally)**

SD6

QID:196564 For your safety, are you currently driving?

- 1 Yes
- 2 No
- 8 (DK)
- 9 (Refused)

SD6(2008)

QID:196565 **Skip: (If code 1 in SD6, Set time to call back; If code 2 in SD6, Continue; Otherwise, Thank and Terminate)**

S1

QID:197201 Please tell me your age.
(Programmer: Open ended and code actual age)

- 00 00-
- 17 17
- 18 18-
- 98 98
- 99 99+
- 97 (Refused)

S1(2009-2010)

QID:213438

**Skip: (If code 01 in SB1 1 AND code 00-17 in S1, Thank and Terminate;
If code 01 in SB1 1 2 AND code 00-17 in S1, Thank and Terminate;
If code 02 or more in SB1 1 AND code 00-17 in S1 AND code 1 in SA RESET
SCA;
Otherwise, Continue)**

S2AA

QID:201017

Which of the following best describes your current employment status?
(Interviewer: Read 01-08)

- 01 Employed full-time
- 02 Employed part-time, but not a full-time student
- 03 Temporary, Day Laborer or Seasonal worker
- 04 Self Employed
- 05 A full-time student
- 06 Retired
- 07 Homemaker
- 08 Not employed
- 98 (DK)
- 99 (Refused)

S2A(2011)
S2AA(2578-2579)

QID:213439

**Skip: (If code 01, 02, or 03 in S2AA , Skip to S3;
If code 02 or more in SB1 1 and code 04-08 in S2AA, RESET SC;
If code 02 or more in SB1 1 2 and code 04-08 in S2AA, RESET SCA;
Otherwise, Thank, Terminate and Tally)**

S3

QID:196582

Do you currently have more than one job?

- 1 Yes
- 2 No
- 8 (DK)
- 9 (Refused)

S3(2021)

(Interviewer: If code 1 in S3, Read:)

QID:197204 For the next set of questions, please refer to what you consider to be your “primary” job or the one where you spend the most time.

S4

QID:196585 How are you paid?

(Interviewer: READ 1-4)

- 1 Salary
- 2 Hourly
- 3 Paid by unit produced or action performed
- 4 Daily
- 6 (DK)
- 7 (Refused)

S4(2022)

D6

QID:196910 Are you a member of, or covered by, a union?

- 1 Yes
- 2 No
- 3 (DK)
- 4 (Refused)

D6(2591)

CLK1

QID:45184 SECTION CLOCK:

CLK1(6000-6003)

S5_FLT

QID:196587 S5 FILTER:

(Interviewer: RANDOMLY SELECT A NUMBER FROM 001-100)

001	1
002	2
003	3
004	4
005	5
006	6
007	7
008	8
009	9
010	10
011	11
012	12
013	13
014	14
015	15
016	16
017	17
018	18
019	19
020	20
021	21
022	22
023	23
024	24
025	25
026	26
027	27
028	28
029	29
030	30
031	31
032	32
033	33
034	34
035	35
036	36
037	37
038	38
039	39
040	40
041	41
042	42
043	43
044	44
045	45
046	46

047	47
048	48
049	49
050	50
061	61
062	62
063	63
064	64
065	65
066	66
067	67
068	68
069	69
070	70
081	81
082	82
083	83
084	84
085	85
086	86
087	87
088	88
089	89
090	90
091	91
092	92
093	93
094	94
095	95
096	96
097	97
098	98
099	99
100	100

S5_FLT(2023-2025)

QID:196589 **Skip: (If codes 001-050 in S5_FLT, Autocode S5=1;
If codes 051-100 in S5_FLT, Autocode S5=2)**

S5

QID:196590 SURVEY MODULE:

- 1 OSHA Module
- 2 WHD Module

S5(2026)

QID:196591 **OUTCOME /LOYALTY**

Q1

QID:196592 Using a five-point scale, where 5 means extremely satisfied and 1 means not at all satisfied, please rate your overall satisfaction with your current employer. You may use any of the numbers 1, 2, 3, 4, or 5 for your rating.

- 5 Extremely satisfied
- 4
- 3
- 2
- 1 Not at all satisfied
- 8 (DK)
- 9 (Refused)

Q1(2301)

(Interviewer: Read:)

QID:197205 Using a five-point scale where 5 means extremely likely and 1 means not at all likely, how likely are you to do each of the following.

Q2

QID:196594 Recommend your employer to your family and friends as a great place to work.

- 5 Extremely likely
- 4
- 3
- 2
- 1 Not at all likely
- 8 (DK)
- 9 (Refused)

Q2(2302)

Q3

QID:196595 Choose to leave your employer to work someplace else.

- 5 Extremely likely
- 4
- 3
- 2
- 1 Not at all likely
- 8 (DK)
- 9 (Refused)

Q3(2303)

QID:196596 **PERCEIVED VOICE**

(Interviewer: Read:)

QID:197206 Now, I would like to ask you about your workplace climate. On a scale of one to five, where 5 is strongly agree and 1 is strongly disagree, please indicate your level of agreement with each of the following items. You may use any number from 1 to 5.

(Interviewer: Read and Rotate Q4-Q11, as appropriate)

Q4

QID:196599 I have the opportunity to provide input into decisions that affect my work.

- 5 Strongly agree
- 4
- 3
- 2
- 1 Strongly disagree
- 8 (DK)
- 9 (Refused)

Q4(2304)

Q5

QID:196600 I am involved in helping to set goals for my workgroup or department.

- 5 Strongly agree
- 4
- 3
- 2
- 1 Strongly disagree
- 8 (DK)
- 9 (Refused)

Q5(2305)

Q6

QID:196601 My employer encourages employees to make suggestions for how to make the workplace better.

- 5 Strongly agree
- 4
- 3
- 2
- 1 Strongly disagree
- 8 (DK)
- 9 (Refused)

Q6(2306)

Q7

QID:196602

I make suggestions to my supervisor or management about how to make the workplace better.

- 5 Strongly agree
- 4
- 3
- 2
- 1 Strongly disagree
- 8 (DK)
- 9 (Refused)

Q7(2307)

Q8

QID:196603

Management always takes suggestions from workers seriously about how to make the workplace better.

- 5 Strongly agree
- 4
- 3
- 2
- 1 Strongly disagree
- 8 (DK)
- 9 (Refused)

Q8(2308)

Q10

QID:196605

There is an effective process in my workplace for resolving workplace problems that individual employees have.

- 5 Strongly agree
- 4
- 3
- 2
- 1 Strongly disagree
- 8 (DK)
- 9 (Refused)

Q10(2310)

Q11

QID:196606 If I needed to raise a concern about my workplace, I'm confident my supervisor would do something to help me.

- 5 Strongly agree
- 4
- 3
- 2
- 1 Strongly disagree
- 8 (DK)
- 9 (Refused)

Q11(2311)

Q12
QID:196607 Does your workplace have any of the following ways for you to notify management of a problem or concern?
(Interviewer: Read Q12A-Q12H, as appropriate)

- 1 Yes
- 2 No
- 8 (DK)
- 9 (Refused)

Q12A	<i>QID:196608</i>	Suggestion system or hotline	Q12A(2312)
Q12B	<i>QID:196609</i>	Regular meetings with supervisors	Q12B(2313)
Q12C	<i>QID:196610</i>	HOLD	Q12C(2314)
Q12D	<i>QID:196611</i>	HOLD	Q12D(2315)
Q12E	<i>QID:196612</i>	Grievance procedure	Q12E(2316)
Q12F	<i>QID:196613</i>	HOLD	Q12F(2317)
Q12G	<i>QID:196614</i>	HOLD	Q12G(2318)
Q12H	<i>QID:196615</i>	Ombudsman (ahm-BUDS-men) (<u>READ IF NECESSARY:</u> A person in your workplace who investigates and attempts to resolve complaints or problems)	Q12H(2319)

(Interviewer: Read:)

QID:196617 Now I would like to ask you some questions about your legal rights as a worker.

QID:212410 On a scale of one-to-five, where 5 is strongly agree and 1 is strongly disagree, please indicate your level of agreement with each of the following items. You may use any number from 1 to 5.

Q13
QID:196619 I know enough about my legal rights as a worker to be able to recognize problems when they occur.

- 5 Strongly agree
- 4
- 3
- 2
- 1 Strongly disagree
- 8 (DK)
- 9 (Refused)

Q13(2320)

Q14

QID:196620 If I wanted to learn more about my legal rights as a worker, I could easily get that information.

- 5 Strongly agree
- 4
- 3
- 2
- 1 Strongly disagree
- 8 (DK)
- 9 (Refused)

Q14(2321)

Q15

QID:196621 If I saw something happening in my workplace that I thought was a violation of workers' legal rights, I would speak up about it.

- 5 Strongly agree
- 4
- 3
- 2
- 1 Strongly disagree
- 8 (DK)
- 9 (Refused)

Q15(2322)

Q16

QID:196622 I can raise concerns about my rights in the workplace without fear of being treated differently or punished.

- 5 Strongly agree
- 4
- 3
- 2
- 1 Strongly disagree
- 8 (DK)
- 9 (Refused)

Q16(2323)

QID:196623 **PERCEIVED NON-COMPLIANCE**

Q17

QID:196624 I trust the management of my organization.

- 5 Strongly agree
- 4
- 3
- 2
- 1 Strongly disagree
- 8 (DK)
- 9 (Refused)

Q17(2324)

Q18

QID:196625 I trust my coworkers to always do what is right.

- 5 Strongly agree
- 4
- 3
- 2
- 1 Strongly disagree
- 8 (DK)
- 9 (Refused)

Q18(2325)

Q19

QID:196626 My employer is always open and honest with employees about the way they do business.

- 5 Strongly agree
- 4
- 3
- 2
- 1 Strongly disagree
- 8 (DK)
- 9 (Refused)

Q19(2326)

Q20

QID:196627 Employees in my workplace are always paid for all of the time they work.

- 5 Strongly agree
- 4
- 3
- 2
- 1 Strongly disagree
- 8 (DK)
- 9 (Refused)

Q20(2327)

Q21

QID:196628 Employees in my workplace are sometimes exposed to health and safety risks.

- 5 Strongly agree
- 4
- 3
- 2
- 1 Strongly disagree
- 8 (DK)
- 9 (Refused)

Q21(2328)

CLK2

QID:45184 SECTION CLOCK:

CLK2(6004-6007)

QID:197209 **Skip: (If code 1 in S5, Continue;
If code 2 in S5, Skip to Note after Q44)**

Q22

QID:196631 Now, I would like to ask you about your health and safety rights as a worker. By health and safety rights I mean two things: first, what your employer is required to do to create a safe workplace, and second, your legal rights for what you can do to make sure that you are safe in the workplace. How much would you say you know about your health and safety rights as a worker **(Interviewer: Read 1-4)?**

- 1 A great deal
- 2 Some
- 3 Not too much, or
- 4 Nothing at all
- 8 (DK/does not apply)
- 9 (Refused)

Q22(2330)

Q23
QID:196632 Are there any laws or regulations that cover what your employer is REQUIRED to do to keep you healthy and safe in your workplace?

- 1 Yes
- 2 No
- 8 (DK)
- 9 (Refused)

Q23(2331)

(Interviewer: If codes 2, 8 or 9 in Q23, Read:)

QID:196633 Actually, there are laws that cover what your employer is required to do to keep you healthy and safe in your workplace

Q24
QID:196635 Please tell me whether each of the following statements apply to your current workplace.

(Interviewer: Read and Rotate Q24A-Q24D, as appropriate)

- 1 Yes
- 2 No
- 8 (DK)
- 9 (Refused)

Q24A	<i>QID:196636</i>	There are chemicals, dust or hazardous materials in your workplace.	Q24A(2332)
Q24B	<i>QID:196637</i>	HOLD	Q24B(2333)
Q24C	<i>QID:196638</i>	There are employees who regularly work from heights or on ladders.	Q24C(2334)
Q24D	<i>QID:196639</i>	There are employees who regularly work around equipment or machinery with moving parts.	Q24D(2335)

(Interviewer: Read:)

QID:212411 Next, I have a few questions about some of the laws that employers are required to follow to avoid health and safety risks, or dangers in the workplace. I am interested in finding out what you know about the laws, but if you do not know the answer, that is ok, please just say so.

(Interviewer: Read and rotate Q25A-Q25D, as appropriate)

QID:196643 **Interviewer: * indicates the correct answer choice if respondent ASKS for correct response**

Q25A

QID:196644 Are employers required to provide air conditioning in the summer or heat in the winter?

- 1 Yes
- 2 No*
- 8 (DK)
- 9 (Refused)

Q25A(2336)

Q25B

QID:196645 Are employers required to provide some kind of protection from falling for anyone working up high?

- 1 Yes*
- 2 No
- 8 (DK)
- 9 (Refused)

Q25B(2337)

Q25C

QID:196646 Are employers required to train their workers on the hazards of chemicals they might come into contact with?

- 1 Yes*
- 2 No
- 8 (DK)
- 9 (Refused)

Q25C(2338)

Q25D

QID:196647

If protective glasses or gloves are required to do your job, can your employer require that you provide your own glasses or gloves?

- 1 Yes
- 2 No*
- 8 (DK)
- 9 (Refused)

Q25D(2339)

(Interviewer: Read:)

QID:197212

Thank you. Now, I'd like to ask you about your current workplace.

Q26

QID:196651

Does your current employer do any of the following to educate workers about their health and safety rights?

(Interviewer: Read and Rotate Q26A-Q26C)

- 1 Yes
- 2 No
- 8 (DK)
- 9 (Refused)

Q26A

QID:196652

Hang posters in your workplace with information about your health and safety rights

Q26A(2342)

Q26B

QID:196653

Provide classroom or online training for workers about your health and safety rights

Q26B(2343)

Q26C

QID:196654

Provide other resources such as a website or other materials to educate workers about health and safety rights

Q26C(2344)

Q27

QID:196656

Are you learning about health and safety rights in the workplace from any of the following other resources?

(Interviewer: Read and Rotate Q27A-Q27F, as appropriate)

- 1 Yes
- 2 No
- 8 (DK)
- 9 (Refused)

Q27A	<i>QID:196657</i>	<u>(If code 1 in D6, ask:)</u> From a union representative	Q27A(2345)
Q27B	<i>QID:196658</i>	From a community group, worker rights center, or faith based group	Q27B(2346)
Q27C	<i>QID:196659</i>	From the U.S. Occupational Safety and Health Administration (OSHA) (<u>READ IF NECESSARY:</u> not including posters or materials in your workplace from OSHA)	Q27C(2347)
Q27D	<i>QID:196660</i>	From another federal or state government agency	Q27D(2348)
Q27E	<i>QID:196661</i>	HOLD	Q27E(2349)
Q27F	<i>QID:196662</i>	From the internet (<u>READ IF NECESSARY:</u> Not including internal websites hosted by your employer)	Q27F(2350)

Q28
QID:196664 Does your employer educate workers about protection from health and safety risks on a regular basis, on an as-needed basis, only when a new employee is being trained, or not at all?

- 1 On a regular basis
- 2 As needed basis
- 3 Only when a new employee is being trained
- 4 Not at all
- 7 (Does not apply)
- 8 (DK)
- 9 (Refused)

Q28(2351)

QID:196665 **Direct Experience**

Q29
QID:196666 Please indicate whether or not any of the following have ever happened in your current workplace.
(Interviewer: Read Q29A-Q29C)

- 1 Yes
- 2 No
- 8 (DK)
- 9 (Refused)

Q29A	<i>QID:196667</i>	You have known about a possible health or safety risk in your workplace.	Q29A(2352)
Q29B	<i>QID:196668</i>	Because of conditions at your workplace, you have been injured or gotten sick.	Q29B(2353)
Q29C	<i>QID:196669</i>	Because of conditions at your workplace, you know someone else who has been injured or gotten sick.	Q29C(2354)

CLK3

QID:45184

SECTION CLOCK:

CLK3(6008-6011)

QID:213442

Skip: (If code 1 to any in Q29A-Q29C, Continue; Otherwise, Skip to CLK4)

Q30

QID:196671

When was the MOST RECENT time **(read Q30A-Q30C as appropriate)?**
(Interviewer: Read 1-3)

- 1 Within the past year
- 2 1-5 years ago
- 3 More than 5 years ago
- 8 (DK)
- 9 (Refused)

Q30A	<i>QID:196672</i>	<u>(IF CODE 1 IN Q29A)</u> you have known about a possible health or safety risk in your workplace	Q30A(2355)
Q30B	<i>QID:196673</i>	<u>(IF CODE 1 IN Q29B)</u> you were injured or sick because of conditions at your workplace	Q30B(2356)
Q30C	<i>QID:196674</i>	<u>(IF CODE 1 IN Q29C)</u> someone else was injured or sick because of conditions at your workplace	Q30C(2357)

QID:213443

Skip: (If code 1 to any in Q30A-Q30C, Continue; If code 3, 8, 9 or blank to ALL in Q30A-Q30C, Skip to CLK4; Otherwise, Continue)

(Interviewer: Read:)

QID:196681 For the next set of questions, I want you to think about the MOST RECENT health or safety risk you saw or heard about.

Q33

QID:196684 Did this MOST RECENT risk relate to you personally, to someone else, or both?

- 1 You personally (myself)
- 2 Someone else
- 3 Both
- 8 (DK)
- 9 (Refused)

Q33(2363)

Q34

QID:196685 Still thinking about this most recent incident, please tell me whether or not each of the following was a way you realized that it might be a health or safety risk **(READ AND ROTATE Q34A-Q34E, as appropriate)**

- 1 Yes
- 2 No
- 8 (DK)
- 9 (Refused)

Q34A	QID:196686	Someone became sick or was injured	Q34A(2364)
Q34B	QID:196687	You knew it because you had recently received training	Q34B(2365)
Q34C	QID:196688	You had seen a similar risk before or had previous experience with this type of risk	Q34C(2366)
Q34D	QID:196689	HOLD	Q34D(2367)
Q34E	QID:196690	You knew it because of your familiarity with the law	Q34E(2368)
Q34F	QID:196691	HOLD	Q34F(2369)

QID:213444 **Skip: (If code 2, 8, 9 or blank to ALL in Q34A-Q34E, Continue; Otherwise, Skip to Q35)**

Q34G

QID:197216 How did you realize that there might be a risk?
(Interviewer: Open ended)

- 01 Other (list)
- 02 (DK)
- 03 (Refused)
- 04 (None/no reason)
- 05 Hold
- 06 Something just didn't seem right
- 07 Someone else told you that it was a health or safety risk

List Other:Y

Q34G(2370-2371)

Q34G_T(4002)

Q35

QID:196693 Did you report the situation directly to your supervisor or employer?

- 1 Yes
- 2 No
- 8 (DK)
- 9 (Refused)

Q35(2372)

Q36

QID:196694 Did you talk to anyone else about it?

- 1 Yes
- 2 No
- 8 (DK)
- 9 (Refused)

Q36(2373)

Q36_11(2513-2514)

Q36_12(2515-2516)

Q36_13(2517-2518)

Q36_14(2519-2520)

Q36_15(2521-2522)

QID:213445

**Skip: (IF CODE 1 IN Q36, CONTINUE;
IF CODE 2 in Q35 AND CODE 2 IN Q36, SKIP TO Note before Q41;
IF CODE 1 in Q35 AND CODE 2, 8, OR 9 IN Q36, SKIP TO Q38;
OTHERWISE, SKIP TO CLK4)**

Q37

QID:196696 Who did you talk to?
(Interviewer: OPEN END AND CODE)
(Interviewer: Allow up to 5 responses)

- 01 Other (list)
- 02 (DK)
- 03 (Refused)
- 04 None
- 05 HOLD
- 06 Co-worker
- 07 Family/friend
- 08 Union representative
- 09 Supervisor
- 10 Employee representative or committee (Non-union)
- 11 Community group/worker rights center/faith-based group
- 12 Occupational Safety and Health Administration (OSHA)
- 13 State government official
- 14 Other federal government official
- 15 Consulate
- 16 Did not talk to anyone about it

of Responses:5 List Other:Y

Q37_1(2374-2375)
Q37_2(2376-2377)
Q37_3(2378-2379)
Q37_4(2380-2381)
Q37_5(2382-2383)
Q37_1_T(4003)
Q37_2_T(4004)
Q37_3_T(4005)
Q37_4_T(4006)
Q37_5_T(4007)

QID:197218 **Skip: (If code 1 in Q35 or code 08-15 to any in Q37, Continue; Otherwise, Skip to Note before Q41)**

Q38
QID:196700 Were you or anyone else punished, disciplined, fined or fired as a result of you raising your concern?

- 1 Yes, I was punished, disciplined, fined or fired
- 2 Yes, someone else was punished, disciplined, fined or fired
- 3 Yes, both myself and someone else were punished, disciplined, fined or fired
- 4 No one was punished, disciplined, fined or fired
- 8 (DK)
- 9 (Refused)

Q38(2401)

Q39
QID:196702 Was there an inquiry, an investigation or any changes made as a result of you raising your concern?

- 1 Yes
- 2 No
- 8 (DK)
- 9 (Refused)

Q39(2402)

QID:201030 **Skip: (If code 1 in Q38 or Q39, Continue; Otherwise, Skip to Note before Q41)**

Q40
QID:196704 Please tell me whether any of the following specific actions were taken as a result of you raising your concern.
(Interviewer: Read and Rotate Q40B-Q40F, as appropriate, then Read Q40G)

- 1 Yes
- 2 No
- 8 (DK)
- 9 (Refused)

Q40A	<i>QID:196705</i>	HOLD	Q40A(2403)
Q40B	<i>QID:196706</i>	There was a formal investigation of the matter	Q40B(2404)
Q40C	<i>QID:196707</i>	Your employer took action to prevent the situation from occurring again	Q40C(2405)
Q40D	<i>QID:196708</i>	HOLD	Q40D(2406)
Q40E	<i>QID:196709</i>	HOLD	Q40E(2407)
Q40F	<i>QID:196710</i>	Your employer was fined by the government or another authority	Q40F(2408)
Q40G	<i>QID:196711</i>	Were any other actions taken as a result of you raising your concern?	Q40G(2409)

(Skip: If code 1 in Q40G, Ask:)

Q40H

QID:197220

What other actions were taken as a result of you raising your concern?

(Interviewer: Open ended)

- 01 Other (list)
- 02 (DK)
- 03 (Refused)
- 04 (None/No other actions)

List Other:Y

Q40H(2410-2411)
Q40H_T(4008)

QID:213446

Skip: (If code 2 in Q35 AND code 2 in Q36 or if code 1 in 36 AND code 2 in Q35 AND code 01-07 or 11-16 in Q37, Continue; Otherwise, Skip to CLK4)

Q41

QID:196714

Please indicate whether each of the following was a reason why you did not report the potential health or safety risk to your supervisor or employer.

(Interviewer: Read and Rotate Q41A-Q41M, as appropriate)

- 1 Yes
- 2 No
- 5 (They already knew about it)
- 7 (Does not apply)
- 8 (DK)
- 9 (Refused)

Q41A	<i>QID:196715</i>	It was not serious enough to complain about	Q41A(2412)
Q41B	<i>QID:196716</i>	You were asked not to report it	Q41B(2413)
Q41C	<i>QID:196717</i>	You did not think you would be taken seriously	Q41C(2414)
Q41D	<i>QID:196718</i>	You feared losing your job	Q41D(2415)
Q41E	<i>QID:196719</i>	You were worried about getting in trouble for reporting it	Q41E(2416)
Q41F	<i>QID:196720</i>	You feared being treated differently by your peers or co-workers	Q41F(2417)
Q41G	<i>QID:196721</i>	HOLD	Q41G(2418)
Q41H	<i>QID:196722</i>	HOLD	Q41H(2419)
Q41I	<i>QID:196723</i>	You did not know how to report it or there was no way to report anonymously	Q41I(2420)
Q41J	<i>QID:196724</i>	<u>(If code 2 in Q33)</u> It was none of your business	Q41J(2421)
Q41K	<i>QID:196725</i>	HOLD	Q41K(2422)
Q41L	<i>QID:196726</i>	HOLD	Q41L(2423)
Q41M	<i>QID:196727</i>	Someone else reported it so you did not need to	Q41M(2424)

QID:213447 **Skip: (If code 2, 5, 7, 8, 9, or Blank to ALL in Q41A-Q41M, Continue; Otherwise, Skip to CLK4)**

Q41N
QID:197225 What was the reason you did not report the potential health or safety risk to your supervisor or employer?
(Interviewer: Open ended)

- 01 Other (list)
- 02 (DK)
- 03 (Refused)
- 04 (None/no reason)

List Other:Y

Q41N(2425-2426)
 Q41N_T(4009)

CLK4
QID:45184 SECTION CLOCK:

CLK4(6012-6015)

QID:196730 **DECISION TO VOICE**

Q42

QID:196731 In the future, how likely would you be to raise your concern to your supervisor or employer if each of the following happened? Use a five-point scale, where 5 is extremely likely and 1 is not at all likely.

(Interviewer: Read Q42A-Q42C)

5 Extremely likely

4

3

2

1 Not at all likely

7 (Does not apply)

8 (DK)

9 (Refused)

Q42A	<i>QID:196732</i>	If you witnessed repeated health or safety risks in your workplace	Q42A(2427)
Q42B	<i>QID:196733</i>	If you witnessed a very serious health or safety risk	Q42B(2428)
Q42C	<i>QID:196734</i>	If you were injured on the job or got sick because of workplace conditions	Q42C(2429)

QID:213448 **Skip: (If code 4 or 5 to ANY in Q42A-Q42C, Continue; Otherwise, Skip to Note before Q44)**

Q43

QID:196736 How likely would you be to talk to each of the following if you suspected a possible health or safety risk in your workplace? Use a five-point scale, where 5 is extremely likely and 1 is not at all likely **(Read Q43A-Q43H, as appropriate)**.

5 Extremely likely

4

3

2

1 Not at all likely

7 (Does not apply)

8 (DK)

9 (Refused)

Q43A	<i>QID:196737</i>	Your supervisor or some other supervisor or person in a position of authority	Q43A(2430)
Q43B	<i>QID:196738</i>	HOLD	Q43B(2431)
Q43C	<i>QID:196739</i>	<u>(If code 1 in D6, ask:)</u> A union representative	Q43C(2432)
Q43D	<i>QID:196740</i>	A community group, worker rights center, or faith-based group	Q43D(2433)
Q43E	<i>QID:196741</i>	US Occupational Safety and Health Administration (OSHA)	Q43E(2434)
Q43F	<i>QID:196742</i>	Other federal or state government agency	Q43F(2435)
Q43G	<i>QID:196743</i>	HOLD	Q43G(2436)
Q43H	<i>QID:196744</i>	Anonymous hotline or suggestion box	Q43H(2437)

QID:197226 **Skip: (If code 1, 2, or 3 to ALL in Q42A-Q42C, Continue; Otherwise, Skip to D1)**

Q44
QID:196746 Please tell me whether each of the following is a reason why you would not be likely to raise your concern.
(Interviewer: Read and rotate Q44A-Q44J, as appropriate)

- 1 Yes
- 2 No
- 8 (DK)
- 9 (Refused)

Q44A	QID:196747	You wouldn't know who to raise your concern to	Q44A(2438)
Q44B	QID:196748	You don't think you would be taken seriously or you don't think anything would be done about it	Q44B(2439)
Q44C	QID:196749	You would fear losing your job	Q44C(2440)
Q44D	QID:196750	You would worry about what would happen if you reported it	Q44D(2441)
Q44E	QID:196751	You would fear being treated differently by peers or co-workers	Q44E(2442)
Q44F	QID:196752	HOLD	Q44F(2443)
Q44G	QID:196753	You would fear it might cause your team to lose bonuses or incentives	Q44G(2444)
Q44H	QID:196754	HOLD	Q44H(2445)
Q44I	QID:196755	HOLD	Q44I(2446)
Q44J	QID:196756	There is no way to report anonymously	Q44J(2447)

CLK5

QID:45184

SECTION CLOCK:

CLK5(6016-6019)

QID:197227

WHD MODULE

QID:197228

Skip: (If code 2 in S5, Continue; Otherwise, Skip to D1)

(Interviewer: Read:)

QID:197229

Now, I would like to ask you some questions about your legal rights as a worker.

Q22A

QID:196760

How much do you know about your legal rights as a worker, in terms of how much you get paid?

(Interviewer: Read 1-4)

- 1 A great deal
- 2 Some
- 3 Not too much, or
- 4 Nothing at all
- 8 (DK)
- 9 (Refused)

Q22A(2448)

Q22B

QID:196761 How much do you know about your legal rights as a worker in terms of the hours you are required to work?

(Interviewer: Read 1-4)

- 1 A great deal
- 2 Some
- 3 Not too much, or
- 4 Nothing at all
- 8 (DK)
- 9 (Refused)

Q22B(2449)

Q22C

QID:196762 Are there any laws that specify how much workers get paid for the hours they work?

- 1 Yes
- 2 No
- 8 (DK)
- 9 (Refused)

Q22C(2450)

QID:196763 **Interviewer: (IF CODE 2, 8 , or 9 IN Q22C, read:** “Actually, there are laws that cover the wages and hours that workers are entitled to.”)

(Interviewer: Read:)

QID:197230 Next, I have a few questions about some of the laws regarding wages and hours. I am interested in finding out what you know about the laws, but if you do not know the answer, that is ok, just please say so.

(Interviewer: Read and rotate Q23A and Q24A1-Q24D1)

QID:196643 **Interviewer: * indicates the correct answer choice if respondent ASKS for correct response**

Q23A

QID:196766 What is the current federal minimum wage?

(Interviewer: DO NOT READ RESPONSE CATEGORIES)

- 01 Respondent reports amount less than \$7.25 but not \$2.13
- 02 Respondent reports \$7.25*
- 03 Respondent reports \$2.13
- 04 Respondent reports amount greater than \$7.25
- 98 (Don't know)
- 99 (Refused)

Q23A(2483-2484)

Q24A1

QID:196769

Can employers require hourly workers to work for a small amount of time before or after working hours WITHOUT paying them for that time? **INTERVIEWER READ IF NECESSARY:** For example in order to prepare for work or clean up at the end of a shift?]

- 1 Yes
- 2 No*
- 8 (DK)
- 9 (Refused)

Q24A1(2452)

Q24C1

QID:196774

As you may know, employees who receive “tips” must be paid a minimum of \$2.13 per hour by their employer. If an employee’s tips plus the \$2.13 do not add up to the minimum wage, is the employer REQUIRED to make up the difference?

- 1 Yes*
- 2 No
- 8 (DK)
- 9 (Refused)

Q24C1(2455)

Q24D1

QID:196775

Can an employer deduct time for lunch breaks AUTOMATICALLY for hourly workers, even if the employee did not take that time off?

- 1 Yes
- 2 No*
- 8 (DK)
- 9 (Refused)

Q24D1(2456)

(Interviewer: Read:)

QID:196650 Thank you. Now I'd like to ask you about your current workplace.

Q25_1

QID:196776 Does your current employer do any of the following to educate workers about their wage and hour rights?

(Interviewer: Read and Rotate Q25_1A-Q25_1C)

- 1 Yes
- 2 No
- 8 (DK)
- 9 (Refused)

Q25_1A	QID:196777	Hang posters in your workplace with information about your wage and hour rights	Q25_1A(2457)
Q25_1B	QID:196778	Provide training for workers about your wage and hour rights	Q25_1B(2458)
Q25_1C	QID:196779	Provide other resources such as a website or other materials to educate workers about wage and hour rights	Q25_1C(2459)

Q26_2

QID:196783 Are you learning about wage and hour rights in the workplace from any of the following other resources?

(Interviewer: Read and Rotate Q26_2A-Q26_2F, as appropriate)

- 1 Yes
- 2 No
- 8 (DK)
- 9 (Refused)

Q26_2A	<i>QID:196784</i>	(If code 1 in D6, ask:) From a union representative	Q26_2A(2460)
Q26_2B	<i>QID:196785</i>	From a community group, worker rights center, or faith-based group	Q26_2B(2461)
Q26_2C	<i>QID:196786</i>	From the U.S. Department of Labor Wage and Hour Division (WHD) (READ IF NECESSARY: not including posters or materials in your workplace from DOL)	Q26_2C(2462)
Q26_2D	<i>QID:196787</i>	From another federal or state government agency	Q26_2D(2463)
Q26_2E	<i>QID:196788</i>	HOLD	Q26_2E(2464)
Q26_2F	<i>QID:196789</i>	From the internet (READ IF NECESSARY: Not including internal websites hosted by your employer)	Q26_2F(2465)

Q27_1

QID:196791

Does your workplace educate workers about wage and hour rights on a regular basis, on an as-needed basis, only when a new employee is being trained, or not at all?

- 1 On a regular basis
- 2 On an as-needed basis
- 3 Only when a new employee is being trained
- 4 Not at all
- 7 Does not apply
- 8 (DK)
- 9 (Refused)

Q27_1(2466)

QID:196665

Direct Experience

Q28_1

QID:196792

Please indicate whether or not any of the following have ever happened in your current workplace.

(Interviewer: Read Q28_1A-Q28_1E)

- 1 Yes
- 2 No
- 8 (DK)
- 9 (Refused)

Q28_1A	<i>QID:196793</i>	You or someone you know didn't get paid at all for a day or more of work they performed	Q28_1A(2467)
Q28_1B	<i>QID:196794</i>	You or someone you know didn't get paid for overtime work	Q28_1B(2468)
Q28_1C	<i>QID:196795</i>	You or someone you know didn't get paid what the employer promised	Q28_1C(2469)
Q28_1D	<i>QID:196796</i>	You or someone you know were paid less than the minimum wage	Q28_1D(2470)
Q28_1E	<i>QID:196797</i>	You or someone you know were required to work off the clock or through breaks	Q28_1E(2471)

CLK6

QID:45184

SECTION CLOCK:

CLK6(6020-6023)

QID:201036

Skip: (If code 1 to any in Q28_1A-Q28_1E, Continue; Otherwise, Skip to CLK7)

Q28_2

QID:196800

Were any of the violations something that related to you personally, to someone else, or both?

- 1 You personally (myself)
- 2 Someone else
- 3 Both
- 8 (DK)
- 9 (Refused)

Q28_2(2472)

Q29_1

QID:196801

When was the MOST RECENT time **(read Q29_1A-Q29_1E as appropriate)?**
(Interviewer: Read 1-3)

- 1 Within the past year
- 2 1-5 years ago
- 3 More than 5 years ago
- 8 (DK)
- 9 (Refused)

Q29_1A	<i>QID:196802</i>	<u>(IF CODE 1 IN Q28 1A)</u> you or someone you know didn't get paid at all	Q29_1A(2473)
Q29_1B	<i>QID:196803</i>	<u>(IF CODE 1 IN Q28 1B)</u> you or someone you know didn't get paid for overtime	Q29_1B(2474)
Q29_1C	<i>QID:196804</i>	<u>(IF CODE 1 IN Q28 1C)</u> you or someone you know didn't get paid what the employer promised	Q29_1C(2475)
Q29_1D	<i>QID:196805</i>	<u>(IF CODE 1 IN Q28 1D)</u> you or someone you know were paid less than the minimum wage	Q29_1D(2476)
Q29_1E	<i>QID:196806</i>	<u>(IF CODE 1 IN Q28 1E)</u> you or someone you know were required to work off the clock or through breaks	Q29_1E(2477)

QID:213450 **Skip: (If code 1 to ANY in Q29 1A-Q29 1E, Continue; If code 3, 8, 9, or blank to ALL in Q29 1A-Q29 1E, Skip to CLK7; Otherwise, Continue)**

(Interviewer: Read:)

QID:196814 For the next set of questions, I want you to think about the MOST RECENT violation of wage and hour rights you experienced or heard about.

QID:197235 **Skip: (If code 3 in Q28 2, Continue; Otherwise, Skip to Q33 1)**

Q32_1

QID:196818 Did this MOST RECENT violation relate to you personally, to someone else, or both?

- 1 You personally (myself)
- 2 Someone else
- 3 Both
- 8 (DK)
- 9 (Refused)

Q32_1(2503)

Q33_1

QID:196819 Still thinking about this most recent incident, please tell me whether or not each of the following was a way you realized there might be a violation of wage and hour rights?
(Interviewer: Read and Rotate Q33 1A-Q33 1D, then Q33 1F, as appropriate)

- 1 Yes
- 2 No
- 8 (DK)
- 9 (Refused)

Q33_1A	<i>QID:196820</i>	You knew it because your employer told you about your wage and hour rights when you were hired	Q33_1A(2504)
Q33_1B	<i>QID:196821</i>	You had seen a similar violation before or had previous experience with this type of violation	Q33_1B(2505)
Q33_1C	<i>QID:196822</i>	HOLD	Q33_1C(2506)
Q33_1D	<i>QID:196823</i>	You knew it because of your familiarity with the law	Q33_1D(2507)
Q33_1E	<i>QID:196824</i>	HOLD	Q33_1E(2508)

QID:213451 **Skip: (If code 2, 8, or 9 TO ALL IN Q33 1A-Q33 1E, Continue; Otherwise, Skip to Q34 1)**

Q33_1F
QID:197237 How did you realize that there might be a violation?
(Interviewer: Open ended)

- 01 Other (list)
- 02 (DK)
- 03 (Refused)
- 04 (None/no reason)
- 05 Hold
- 06 Something just didn't seem right
- 07 Someone else told you that it was a violation

List Other:Y

Q33_1F(2509-2510)
 Q33_1F_T(4011)

Q34_1
QID:196693 Did you report the situation directly to your supervisor or employer?

- 1 Yes
- 2 No
- 8 (DK)
- 9 (Refused)

Q34_1(2511)

Q35_1

QID:196694 Did you talk to anyone else about it?

- 1 Yes
- 2 No
- 8 (DK)
- 9 (Refused)

Q35_1(2512)

QID:198240

Skip: (If code 1 in Q35_1, Continue; Otherwise, Skip to Note before Q37_1_1)

Q36_1

QID:196828 Who did you talk to?

(Interviewer: Open end and code)

(Interviewer: Allow up to 5 responses)

- 01 Other (list)
- 02 (DK)
- 03 (Refused)
- 04 None
- 05 HOLD
- 06 Co-worker
- 07 Family/friend
- 08 Union representative
- 09 Supervisor
- 10 Employee representative or committee (Non-union)
- 11 Community group/worker rights center/faith-based group
- 12 Department of Labor Wage and Hour Division
- 13 State government official
- 14 Other federal government official
- 15 Consulate
- 16 Did not talk to anyone about it

of Responses:5 List Other:Y

Q36_11(2513-2514)

Q36_12(2515-2516)

Q36_13(2517-2518)

Q36_14(2519-2520)

Q36_15(2521-2522)

Q36_11_T(4012)

Q36_12_T(4013)

Q36_13_T(4014)
Q36_14_T(4015)
Q36_15_T(4016)

QID:197239 **Skip: (If code 1 in Q34_1 or code 08-15 to any in Q36_1, Continue; Otherwise, Skip to Note before Q40_1)**

Q37_1_1

QID:196831 Were you or anyone else punished, fined or fired as a result of you raising your concern?

- 1 Yes, I was punished, fined or fired
- 2 Yes, someone else was punished, fined or fired
- 3 Yes, both myself and someone else were punished, fined or fired
- 4 No
- 8 (DK)
- 9 (Refused)

Q37_1_1(2523)

Q38_1

QID:196832 Was there an inquiry, an investigation or a change in procedure made as a result of you raising your concern?

- 1 Yes
- 2 No
- 8 (DK)
- 9 (Refused)

Q38_1(2524)

QID:201277 **Skip: (If code 1 in Q37_1_1 or Q38_1, Continue; Otherwise, Skip to Note before Q40_1)**

Q39_1

QID:196833 Please tell me whether any of the following specific actions were taken as a result of you raising your concern?

(Interviewer: Read and Rotate Q39_1B-Q39_1G, as appropriate, then Read Q39_1H)

- 1 Yes
- 2 No
- 8 (DK)
- 9 (Refused)

Q39_1A	<i>QID:196834</i>	HOLD	Q39_1A(2525)
Q39_1B	<i>QID:196835</i>	There was a formal investigation of the matter	Q39_1B(2526)
Q39_1C	<i>QID:196836</i>	Your employer took action to prevent the violation from occurring again	Q39_1C(2527)
Q39_1D	<i>QID:196837</i>	HOLD	Q39_1D(2528)
Q39_1E	<i>QID:196838</i>	HOLD	Q39_1E(2529)
Q39_1F	<i>QID:196839</i>	Your employer was fined by the government or another authority	Q39_1F(2530)
Q39_1G	<i>QID:196840</i>	Your employer agreed to pay the amount <u>[(If code 1 OR 3 IN Q32 1, read:) you/ (If code 2 IN Q32 1, read:) your co-worker/ (Otherwise read:) that]</u> should have been paid	Q39_1G(2531)
Q39_1H	<i>QID:196841</i>	Were any other actions taken as a result of you raising your concern?	Q39_1H(2532)

QID:197241 **Skip: (If code 1 in Q39_1H, Continue; Otherwise, Skip to Note before Q40_1)**

Q39_1I
QID:197220 What other actions were taken as a result of you raising your concern?
(Interviewer: Open ended)

- 01 Other (list)
- 02 (DK)
- 03 (Refused)
- 04 (None/No other actions)

List Other:Y

Q39_1I(2533-2534)
 Q39_1I_T(4017)

QID:201043 **Skip: (If code 2 in Q34_1 AND Q35_1, Continue; If code 1 in Q34_1 or codes 08-10 in any in Q36_1, skip to CLK7, Otherwise, Continue)**

Q40_1
QID:196844 Please indicate whether each of the following was a reason why you did not talk to your supervisor or employer about the wage and hour violation.
(Interviewer: Read and Rotate Q40_1A-Q40_1M, as appropriate)

- 1 Yes
- 2 No
- 5 (They already knew about it)
- 7 (Does not apply)
- 8 (Don't know)
- 9 (Refused)

Q40_1A	<i>QID:196845</i>	It was not serious enough to complain about	Q40_1A(2535)
Q40_1B	<i>QID:196846</i>	You were asked not to report it	Q40_1B(2536)
Q40_1C	<i>QID:196847</i>	You did not think you would be taken seriously	Q40_1C(2537)
Q40_1D	<i>QID:196848</i>	You feared losing your job	Q40_1D(2538)
Q40_1E	<i>QID:196849</i>	You were worried about getting into trouble for reporting it	Q40_1E(2539)
Q40_1F	<i>QID:196850</i>	You feared being treated differently by your peers or co-workers	Q40_1F(2540)
Q40_1G	<i>QID:196851</i>	HOLD	Q40_1G(2541)
Q40_1H	<i>QID:196852</i>	HOLD	Q40_1H(2542)
Q40_1I	<i>QID:196853</i>	You did not know how to report it or there was no way to report anonymously	Q40_1I(2543)
Q40_1J	<i>QID:196854</i>	<u>(If code 2 in Q32 1)</u> It was none of your business	Q40_1J(2544)
Q40_1K	<i>QID:196855</i>	You did not have proof that a violation occurred	Q40_1K(2545)
Q40_1L	<i>QID:196856</i>	HOLD	Q40_1L(2546)
Q40_1M	<i>QID:196857</i>	Someone else reported it so you did not need to	Q40_1M(2547)

QID:201044 **Skip: (If code 2, 5, 7, 8, 9, or blank to ALL in Q40 1A-Q40 1M, Continue; Otherwise, skip to CLK7)**

Q40_1N
QID:197246 What was the reason?

- 01 Other (list)
- 02 (DK)
- 03 (Refused)
- 04 None

List Other:Y

Q40_1N(2548-2549)
Q40_1N_T(4018)

CLK7

QID:45184

SECTION CLOCK:

CLK7(6024-6027)

Q41_1

QID:196860

In the future, how likely would you be to raise your concern to your supervisor or employer if each of the following happened? Use a five-point scale, where 5 is extremely likely and 1 is not at all likely, **(read Q41_1A-Q41_1C)**

5 Extremely likely

4

3

2

1 Not likely at all

7 (Does not apply)

8 (DK)

9 (Refused)

Q41_1A

QID:196861

You are working more than 40 hours a week and not being paid overtime

Q41_1A(2550)

Q41_1B

QID:196862

You are required to work during your lunch break without being paid

Q41_1B(2551)

Q41_1C

QID:196863

You are required to work off the clock before or after your shift without pay

Q41_1C(2552)

QID:196864

Skip: (If code 4 or 5 to ANY in Q41_1A-Q41_1C, Continue; Otherwise, Skip to Note before Q43_1)

Q42_1

QID:196865

How likely would you be to talk to each of the following if you were not being paid for the work you were doing? Use a five-point scale, where 5 is extremely likely and 1 is not at all likely.

(Interviewer: Read Q42_1A-Q42_1I, as appropriate)

5 Extremely likely

4

3

2

1 Not likely at all

7 (Does not apply)

8 (DK)

9 (Refused)

Q42_1A	<i>QID:196866</i>	A coworker	Q42_1A(2553)
Q42_1B	<i>QID:196867</i>	Your supervisor or some other supervisor or person in a position of authority in your workplace	Q42_1B(2554)
Q42_1C	<i>QID:196868</i>	HOLD	Q42_1C(2555)
Q42_1D	<i>QID:196869</i>	<u>(If code 1 in D6, ask:)</u> A union representative	Q42_1D(2556)
Q42_1E	<i>QID:196870</i>	A community group, worker rights center, or faith-based center	Q42_1E(2557)
Q42_1F	<i>QID:196871</i>	U.S. Department of Labor Wage and Hour Division	Q42_1F(2558)
Q42_1G	<i>QID:196872</i>	Other federal or state government agency	Q42_1G(2559)
Q42_1H	<i>QID:196873</i>	HOLD	Q42_1H(2560)
Q42_1I	<i>QID:196874</i>	Anonymous hotline or suggestion box	Q42_1I(2561)

QID:213605 **Skip: (If code 1, 2, or 3 to ALL in Q41 1A-Q41 1B, Continue; Otherwise, Skip to D1)**

Q43_1

QID:196880 Please tell me whether each of the following is a reason why you would not be likely to raise your concern?

(Interviewer: Read and Rotate Q43 1A-Q43 1K, as appropriate)

- 1 Yes
- 2 No
- 5 (They already knew about it)
- 7 (Does not apply)
- 8 (Don't know)
- 9 (Refused)

Q43_1A	<i>QID:196881</i>	You wouldn't know who to raise your concern to	Q43_1A(2562)
Q43_1B	<i>QID:196882</i>	You don't think you would be taken seriously or you don't think anything would be done about it	Q43_1B(2563)
Q43_1C	<i>QID:196883</i>	You would fear losing your job	Q43_1C(2564)
Q43_1D	<i>QID:196884</i>	You would worry about what would happen if you reported it	Q43_1D(2565)
Q43_1E	<i>QID:196885</i>	You would fear being treated differently by peers or co-workers	Q43_1E(2566)
Q43_1F	<i>QID:196886</i>	HOLD	Q43_1F(2567)
Q43_1G	<i>QID:196887</i>	HOLD	Q43_1G(2568)
Q43_1H	<i>QID:196888</i>	You would fear it might hurt your team performance	Q43_1H(2569)
Q43_1I	<i>QID:196889</i>	HOLD	Q43_1I(2570)
Q43_1J	<i>QID:196890</i>	There is no way to report anonymously	Q43_1J(2571)
Q43_1K	<i>QID:196891</i>	Someone else would be more appropriate to report it	Q43_1K(2572)

CLK8

QID:45184

SECTION CLOCK:

CLK8(6028-6031)

QID:173575

DEMOGRAPHICS

D1

QID:145173

GENDER (Interviewer: Code only; Do NOT ask:)

- 1 Male
- 2 Female

D1(2573)

D2

QID:196895

Is your primary job with the government, a private company or a non-profit organization or something else?

(Interviewer: If respondent says "government", ask them if it is with the federal, state, or local government.)

- 1 Federal government
- 2 State or local government
- 3 Private company
- 4 Non-profit organization
- 5 Other
- 8 (DK)
- 9 (Refused)

D2(2574)

D3

QID:196897

Do you consider yourself to be in lower management, middle management, or not in a management role?

- 1 Lower management
- 2 Middle management
- 3 Not in a management role
- 4 (Upper management)
- 8 (DK)
- 9 (Refused)

D3(2575)

D4

QID:196900

In what industry or area do you currently work?
(Interviewer: Read if necessary 11-92)

- 11 Agriculture, Forestry, Fishing and Hunting
- 21 Mining, Quarrying, and Oil and Gas Extraction
- 22 Utilities
- 23 Construction
- 31 Manufacturing
- 42 Wholesale Trade
- 44 Retail Trade
- 48 Transportation and Warehousing
- 51 Information
- 52 Finance and Insurance
- 53 Real Estate and Rental and Leasing
- 54 Professional, Scientific, and Technical Services
- 55 Management of Companies and Enterprises
- 56 Administrative and Support and Waste Management and Remediation Services
- 61 Educational Services
- 62 Health Care and Social Assistance
- 71 Arts, Entertainment, and Recreation
- 72 Accommodation and Food Services
- 81 Other Services (except Public Administration)
- 92 Public Administration
- 01 Other (specify)
- 98 (DK)
- 99 (Refused)

List Other:Y

D4(2576-2577)
D4_T(4019)

QID:201694 **Skip: (If code 11, 21, 23, 31, 48, or 62 in D4, Continue; Otherwise, Skip to Note before D7)**

D5

QID:196909 You mentioned you worked in **(response from D4)**, please tell me which of these best describes the particular industry you work in ... **(READ CODES AS APPROPRIATE)**

- 111 **(If code 11 in D4)** Crop production
- 112 **(If code 11 in D4)** Animal production
- 113 **(If code 11 in D4)** Forestry and logging
- 114 **(If code 11 in D4)** Fishing, hunting and trapping
- 115 **(If code 11 in D4)** Support activities for Agriculture and Forestry
- 211 **(If code 21 in D4)** Oil and Gas extraction
- 212 **(If code 21 in D4)** Mining (except oil and gas)
- 213 **(If code 21 in D4)** Support activities for mining
- 236 **(If code 23 in D4)** Construction of buildings
- 237 **(If code 23 in D4)** Heavy and Civil engineering construction
- 238 **(If Code 23 in D4)** Specialty trade contractors
- 311 **(If code 31 in D4)** Food manufacturing
- 312 **(If code 31 in D4)** Beverage and tobacco product manufacturing
- 313 **(If code 31 in D4)** Textile mills
- 314 **(If code 31 in D4)** Textile product mills
- 315 **(If code 31 in D4)** Apparel manufacturing
- 316 **(If code 31 in D4)** Leather and allied product manufacturing
- 321 **(If code 31 in D4)** Wood product manufacturing
- 322 **(If code 31 in D4)** Paper manufacturing
- 323 **(If code 31 in D4)** Printing and related support activities
- 324 **(If code 31 in D4)** Petroleum and coal products manufacturing
- 325 **(If code 31 in D4)** Chemical manufacturing
- 326 **(If code 31 in D4)** Plastics and rubber products manufacturing
- 327 **(If code 31 in D4)** Nonmetallic mineral product manufacturing
- 331 **(If code 31 in D4)** Primary metal manufacturing
- 332 **(If code 31 in D4)** Fabricated metal manufacturing

- 333 **(If code 31 in D4)** Machinery manufacturing
- 334 **(If code 31 in D4)** Computer and electronic product manufacturing
- 335 **(If code 31 in D4)** Electrical equipment, appliance, and component manufacturing
- 336 **(If code 31 in D4)** Transportation equipment manufacturing
- 337 **(If code 31 in D4)** Furniture and related product manufacturing
- 339 **(If code 31 in D4)** Miscellaneous manufacturing
- 481 **(If code 48 in D4)** Air transportation
- 482 **(If code 48 in D4)** Rail transportation
- 483 **(If code 48 in D4)** Water transportation
- 484 **(If code 48 in D4)** Truck transportation
- 485 **(If code 48 in D4)** Transit and ground passenger transportation
- 486 **(If code 48 in D4)** Pipeline transportation
- 487 **(If code 48 in D4)** Scenic and sightseeing transportation
- 488 **(If code 48 in D4)** Support activities for transportation
- 491 **(If code 48 in D4)** Postal Service
- 492 **(If code 48 in D4)** Couriers and messengers
- 493 **(If code 48 in D4)** Warehousing and storage
- 621 **(If code 62 in D4)** Ambulatory health care services
- 622 **(If code 62 in D4)** Hospitals
- 623 **(If code 62 in D4)** Nursing and residential care facilities
- 624 **(If code 62 in D4)** Social assistance
- 997 Other
- 998 (DK)
- 999 (Refused)

D5(2588-2590)
D5_F(2588-2590)
D5_E(2588-2590)
D5_D(2588-2590)
D5_C(2588-2590)
D5_B(2588-2590)

D5_A(2588-2590)

QID:196911 **Skip: (If code 2, 3, or 4 in S4, Continue; Otherwise, Skip to D8)**

D7
QID:196912 Do you get either an electronic or paper pay stub every time you are paid by your employer?

- 1 Yes
- 2 No
- 3 Sometimes
- 7 Does not apply
- 8 (DK)
- 9 (Refused)

D7(2592)

D8
QID:196914 When you were first hired, did your employer tell you about any tax deductions they had to take from your pay?

- 1 Yes
- 2 No
- 7 Does not apply
- 8 (DK)
- 9 (Refused)

D8(2593)

D9
QID:196915 Do you consider yourself to be an independent contractor? **(Interviewer: If necessary, Read:)** Generally, an independent contractor is a person who is not on an employer payroll, receives a 1099, has no payroll deduction, controls who they work for and the hours they work.

- 1 Yes
- 2 No
- 8 (DK)
- 9 (Refused)

D9(2594)

QID:196918 **Skip: (If code 2, 3, or 4 in S4, Continue; Otherwise, Skip to D11)**

D10

QID:196921 If you work more hours than 40 hours a week, do you receive overtime pay?

- 1 Yes
- 2 No
- 3 (Depends)
- 8 (DK)
- 9 (Refused)

D10(2595)

D11
QID:196923 What is the total number of employees in your entire company or organization including all locations? Just your best estimate.
(Interviewer: Read codes 01-07, if necessary)

- 01 Less than 25
- 02 25 to less than 50
- 03 50 to less than 100
- 04 100 to less than 500
- 05 500 to less than 1,000
- 06 1,000 to less than 5,000
- 07 5,000 or more
- 08 Not applicable
- 98 (DK)
- 99 (Refused)

D11(2596-2597)

D11A
QID:196927 Does your company or organization operate out of more than one location?

- 1 Yes
- 2 No
- 3 (DK)
- 4 (Refused)

D11A(2601)

QID:196928 **Skip: (If code 1 in D11A, Continue; Otherwise, Skip to D13)**

D12
QID:196929 What is the total number of employees at your location? Just your best estimate.
(Interviewer: Read codes 01-07, if necessary)

- 01 Less than 25
- 02 25 to less than 50
- 03 50 to less than 100
- 04 100 to less than 500
- 05 500 to less than 1,000
- 06 1,000 to less than 5,000
- 07 5,000 or more
- 98 (DK)
- 99 (Refused)

D12(2602-2603)

D13

QID:196930 For how long have you worked for your current employer?
(Interviewer: Code actual number)

- 01 01-
- 94 94
- 95 95+
- 96 Less than six months
- 97 Six months to less than one year
- 98 (DK)
- 99 (Refused)

D13(2604-2605)

QID:196932 **Skip: (If code 1 in D11A, Continue; Otherwise, Skip to D15)**

D14

QID:196933 For how many years have you worked at your current location?
(Interviewer: Code actual number)

- 01 01-
- 94 94
- 95 95+
- 96 Less than six months
- 97 Six months to less than one year
- 98 (DK)
- 99 (Refused)

D14(2606-2607)

D15

QID:196934 And how many years have you worked with your current manager or immediate supervisor?
(Interviewer: Read codes 01-09 if necessary)

- 01 Less than 1 year
- 02 1 year to less than 3 years
- 03 3 years to less than 7 years
- 04 7 years to less than 10 years
- 05 10 years to less than 15 years
- 06 15 years to less than 20 years
- 07 20 years to less than 25 years
- 08 25 years to less than 30 years
- 09 30 years or more
- 10 (Does not apply)
- 11 (DK)
- 12 (Refused)

D15(2608-2609)

D16

QID:196935 What is the highest level of education you have completed?
(Interviewer: Open ended and code)

- 1 Less than high school graduate (0-11)
- 2 High school graduate (12)
- 3 Some college
- 4 Trade/Technical/Vocational training
- 5 College graduate
- 6 Postgraduate work/Degree
- 8 (DK)
- 9 (Refused)

D16(2610)

D17

QID:196936 What is the total number of hours you work per week at your primary job?
(Interviewer: Open ended and Code actual number)

- 01 01-
- 96 96
- 97 97+
- 98 (DK)
- 99 (Refused)

D17(2611-2612)

QID:213452 **Skip: (If code 1 in S3, Continue; Otherwise, Skip to Note before D19)**

D18

QID:196938 Across all the jobs you hold, how many total hours do you work on a weekly basis?
(Interviewer: Open ended and Code actual number)

- 01 01-
- 96 96
- 97 97+
- 98 (DK)
- 99 (Refused)

D18(2613-2614)

QID:221001 **Skip: (If code 3, 4, 5 or 6 in SA, Skip to D21; Otherwise, Continue)**

D19
QID:196939 Are you of Hispanic, Latino or Spanish origin, such as Mexican, Puerto Rican, Cuban, or other Spanish origin?

- 1 Yes
- 2 No
- 8 (DK)
- 9 (Refused)

D19(2615)

D20
QID:196940 Next, I am going to read you a list of racial groups. As I read each one, please tell me whether you are -- or are not -- a member of that racial group. You may consider yourself to be a member of more than one racial group. How about _____?
(Interviewer: Read D20A-D20E)

- 1 Yes
- 2 No
- 8 (DK)
- 9 (Refused)

D20A	<i>QID:196941</i>	White	D20A(2616)
D20B	<i>QID:196942</i>	Black or African-American	D20B(2617)
D20C	<i>QID:196943</i>	Asian	D20C(2618)
D20D	<i>QID:196944</i>	American Indian or Alaska Native	D20D(2619)
D20E	<i>QID:196945</i>	Native Hawaiian or other Pacific Islander	D20E(2620)

D21

QID:196947 What is your total annual income from your primary job, before taxes? (**Read if necessary:** I would like to know your own income, and not your household's total income)

(Interviewer: Read 01-09)

- 01 Under \$20,000
- 02 \$20,000-\$24,999
- 03 \$25,000-\$29,999
- 04 \$30,000-\$34,999
- 05 \$35,000-\$39,999
- 06 \$40,000-\$49,999
- 07 \$50,000-\$74,999
- 08 \$75,000-\$99,999
- 09 \$100,000 or more
- 98 (DK)
- 99 (Refused)

D21(2621-2622)

QID:196949 **Skip: (If code 2 in S4, Continue; Otherwise, Skip to D23)**

D22

QID:196950 What is your hourly wage?
(Interviewer: Open-ended and code, enter as xx.xx)

- 99.97 \$100+
- 99.98 (DK)
- 99.99 (Refused)

D22(2625-2629)

D23

QID:148363 May I please have your ZIP code?
(Interviewer: Open ended and code actual ZIP Code)
(SURVENT NOTE: Check ZIP Code against list of valid U.S. ZIP Codes)

- 99998 (DK)
- 99999 (Refused)

D23(3190-3194)

(Interviewer: DO NOT ASK; AUTOCODED BY SURVENT:)

ZIPMTCH

QID:164910 Valid ZIP Code Provided

- 1 Yes
- 2 No

ZIPMTCH(3902)

QID:197257 **Skip: (If code 1 in ZIPMTCH, Skip to Note #2 before D23C; Otherwise, Continue)**

D23B

QID:196954 I just need to confirm your home ZIP Code is: **(response in D23)**.

- 1 Yes, correct ZIP Code given
- 2 No, incorrect ZIP Code given

D23B(3990)

(Note #1:)
QID:197258 **Skip: (If code 1 in D23B, Continue; Otherwise, reset to D23)**

(Note#2:)
QID:197260 **Skip: (If code 1 in SD1, Continue; Otherwise, Skip to Note before D24)**

D23C

QID:196957 In addition to a cell phone, do you also have regular landline telephone service in your home?

- 1 Yes
- 2 No
- 8 (DK)
- 9 (Refused)

D23C(2701)

QID:197297 **Skip: (If code 1 in D23C, Continue; If code 2 in D23C, autocode D24A=1 and skip to D25; Otherwise, Skip to D24)**

D23D

QID:196959 Do you use that landline telephone to make and receive calls, or is it ONLY used for other purposes, such as connecting to the Internet, connecting to a fax machine, or for business purposes?

- 1 Use to make and receive calls
- 2 Only used for fax, etc.
- 8 (DK)
- 9 (Refused)

D23D(2702)

QID:198593 **Skip: (Note #2: If code 2, 8, or 9 in SD1 OR code 1 in D23D, Continue; If code 2 in D23D, Autocode D24A=1 and Skip to D25, Otherwise, Skip to D24A)**

D24
QID:161718 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.
(Interviewer: Open ended and code actual number)
(Interviewer: A VOIP or cable phone line would count as a landline.)

- 0 Zero
- 1 One
- 2 Two
- 3 Three
- 4 Four
- 5 Five or more
- 6 (DK)
- 7 (Refused)

D24(2703)

QID:197264 **Skip: (If code 0 in D24, Continue; Otherwise, Skip to Note before D24B)**

D24A
QID:196963 Is this a cell phone-only household without any telephone landlines?

- 1 Yes
- 2 No
- 8 (DK)
- 9 (Refused)

D24A(2704)

QID:197265 **Skip: (If code 1 in D24A Skip to D25)**

QID:197298 **Skip: (If code 0 in D24 and code 2, 8, or 9 in D24A, Skip to D24C; Otherwise, Continue)**

QID:197267 **Skip: (If code 1-7 in D24, Continue; Otherwise, Skip to Note before D24C)**

D24B

QID:196966 Do you have a working cell phone?

- 1 Yes
- 2 No
- 8 (DK)
- 9 (Refused)

D24B(2705)

QID:197299 **Skip: (If code 1, 8 OR 9 in D24B OR If code 1 in D23D, Continue; Otherwise, Skip to D25)**

D24C

QID:196969 Of all the telephone calls your household receives **(read 1-3)**?

- 1 All or almost all calls are received on cell phones
- 2 Some are received on cell phones and some on regular phones, OR
- 3 Very few or none are received on cell phones
- 4 (DK)
- 5 (Refused)

D24C(2706)

(Interviewer: CODE ONLY:)

D25

QID:196970 Was this interview conducted in English or Spanish?

- 1 English
- 2 Spanish

D25(2707)

(Interviewer: VALIDATE PHONE NUMBER AND THANK RESPONDENT BY SAYING:)

QID:213453 This completes the interview. Again, this is _____, with the National Gallup Poll. I would like to thank you for your time. Our mission is to "help people be heard" and your opinions are important to Gallup in accomplishing this.

CLK9

QID:45184 SECTION CLOCK:

APPENDIX C



STANDARD ERROR ESTIMATES*

*Standard errors were calculated taking into account sample weights

NATIONAL TRENDS SECTION FIGURES AND TABLES: STANDARD ERROR ESTIMATES

Table 1: Means and Extreme Responses for Three Outcome Measures on Perceived Individual WRAAK Sub-Index Scores

		PERCEIVED INDIVIDUAL WRAAK NUMERIC CATEGORIES										
		Unweighted Base		0	12.5	25	37.5	50	62.5	75	87.5	100
				A	B	C	D	E	F	G	H	I
Overall Satisfaction With Your Current Employer	Unweighted Base	5429		719	759	775	677	565	537	479	485	433
	Mean	4.0		3.4	3.4	3.7	3.8	4.2	4.3	4.6	4.6	4.8
	Standard error	0.01		0.02	0.03	0.02	0.03	0.02	0.02	0.02	0.02	0.02
Recommend Your Employer as a Great Place to Work	Unweighted Base	5429		719	759	775	677	565	537	479	485	433
	Mean	3.8		3.1	3.1	3.3	3.6	4.0	4.2	4.5	4.5	4.9
	Standard error	0.02		0.04	0.05	0.05	0.05	0.05	0.05	0.04	0.05	0.02
Choose to Leave Your Employer to Work Somewhere Else	Unweighted Base	5429		719	759	775	677	565	537	479	485	433
	Mean	2.4		2.7	2.9	2.7	2.6	2.3	2.0	1.8	1.7	1.5
	Standard error	0.02		0.05	0.05	0.05	0.06	0.05	0.06	0.06	0.05	0.06

Table 2: Means and Extreme Responses for Three Outcome Measures on Perceived Workplace WRAAK Sub-Index Scores

		PERCEIVED WORKPLACE WRAAK_NUMERIC CATEGORIES							
		Unweighted Base		0	20	40	60	80	100
				A	B	C	D	E	F
Overall Satisfaction With Your Current Employer	Unweighted Base	5429		1263	1144	943	676	607	796
	Mean	4.0		3.4	3.7	4.0	4.4	4.5	4.7
	Standard error	0.01		0.02	0.02	0.02	0.02	0.02	0.01
Recommend Your Employer as a Great Place to Work	Unweighted Base	5429		1263	1144	943	676	607	796
	Mean	3.8		3.0	3.3	3.8	4.2	4.5	4.7
	Standard error	0.02		0.03	0.04	0.04	0.04	0.03	0.02
Choose to Leave Your Employer to Work Somewhere Else	Unweighted Base	5429		1263	1144	943	676	607	796
	Mean	2.4		2.9	2.8	2.3	2.1	1.8	1.6
	Standard error	0.02		0.04	0.04	0.05	0.05	0.05	0.04

Figure 4: Final Overall Index Frequencies

	Unweighted Base	5429
OVERALL WRAAK	Mean	2.3
	Standard error	0.01

Figure 5: WRAAK and Overall Satisfaction With Current Employer

Overall Satisfaction With Your Current Employer		OVERALL WRAAK					
		Unweighted Base		LOW	MEDIUM	MEDIUM HIGH	HIGH
				A	B	C	D
	Unweighted Base	5429		1795	1533	887	1214
	Mean	4.0		3.4	3.9	4.4	4.7
	Standard error	0.01		0.02	0.02	0.02	0.01

Figure 6: WRAAK and Recommending Employer as Great Place to Work

Recommend Your Employer as a Great Place to Work		OVERALL WRAAK					
		Unweighted Base		LOW	MEDIUM	MEDIUM HIGH	HIGH
				A	B	C	D
	Unweighted Base	5429		1795	1533	887	1214
	Mean	3.8		3.1	3.6	4.2	4.7
	Standard error	0.01		0.02	0.02	0.03	0.02

Figure 7: WRAAK and Likelihood to Leave Employer to Work Somewhere Else

Choose to Leave Your Employer to Work Somewhere Else	Unweighted Base	OVERALL WRAAK				
		LOW	MEDIUM	MEDIUM HIGH	HIGH	
		A	B	C	D	
Unweighted Base	5429	1795	1533	887	1214	
Mean	2.4	2.8	2.5	2.0	1.7	
Standard error	0.01	0.02	0.03	0.03	0.02	

Figure 8: WRAAK and Perception of Non-Compliance With Wage & Hour Protections

Always Paid for All of The Time They Work	Unweighted Base	OVERALL WRAAK				
		LOW	MEDIUM	MEDIUM HIGH	HIGH	
		A	B	C	D	
Unweighted Base	5429	1795	1533	887	1214	
Mean	4.3	4.0	4.4	4.7	4.9	
Standard error	0.01	0.02	0.02	0.02	0.01	

Figure 9: WRAAK and Perception of Non-Compliance With Health & Safety Protections

Exposed to Health and Safety Risks		OVERALL WRAAK					
		Unweighted Base		LOW	MEDIUM	MEDIUM HIGH	HIGH
				A	B	C	D
	Unweighted Base	5429		1795	1533	887	1214
	Mean	2.5		2.7	2.6	2.4	2.4
	Standard error	0.02		0.02	0.03	0.04	0.03

Figure 10: Employer Provided Education on Worker Rights

	Unweighted Base	5214
EDUCATION	Mean	2.2
	Standard error	0.01

Figure 11: WRAAK Levels and Employer-Provided Education

OVERALL WRAAK		EDUCATION PROVIDED					
		Unweighted Base		On a regular basis	As needed	When training new employee	Not at all
				A	B	C	D
	Unweighted Base	5214		1745	1351	1207	911
	Mean	2.3		2.6	2.4	2.1	2.0
	Standard error	0.01		0.02	0.02	0.02	0.03

Figure 12: Access to Information on Rights in the Workplace

COMBINED_ACCESS_EMPLOYER	Unweighted Base	5429
	Mean	1.1
	Standard error	*
COMBINED_ACCESS_OTHER	Unweighted Base	5429
	Mean	1.4
	Standard error	*
EMP_ACCESS_POSTERS	Unweighted Base	5429
	Mean	1.2
	Standard error	*
EMP_ACCESS_CLASSROOM_TRAINING	Unweighted Base	5429
	Mean	1.5
	Standard error	*
EMP_ACCESS_CLASSROOM_WEBSITE_OTHER	Unweighted Base	5429
	Mean	1.3
	Standard error	*

Figure 13: Access to Learn About Rights in the Workplace From Other Sources

OTHER_ACCESS_UNI ON	Unweighted Base	901
	Mean	1.3
	Standard error	0.01
OTHER_ACCESS_COM M	Unweighted Base	5429
	Mean	1.9
	Standard error	*
OTHER_ACCESS_OSH A_WHD	Unweighted Base	5429
	Mean	1.6
	Standard error	0.01
OTHER_ACCESS_OTH ER_GOV	Unweighted Base	5429
	Mean	1.8
	Standard error	0.01
OTHER_ACCESS_OTH ER_INTERNET	Unweighted Base	5429
	Mean	1.6
	Standard error	*

Figure 14: WRAAK Levels and Access to Learn About Rights in the Workplace

OVERALL WRAAK		COMBINED_ACCESS			
		Unweighted Base		No Access	
				Access	
				A	
	Unweighted Base	5429		4921	508
	Mean	2.3		2.3	2.0
	Standard error	0.01		0.01	0.04

Figure 15: Experience With Specific Wage & Hour and Health & Safety Violations OSHA

<p>Please indicate whether or not any of the following have ever happened in your current workplace. You have known about a possible health or safety risk in your workplace.</p>	Unweighted Base	2755
	Mean	1.6
	Standard error	0.01
<p>Please indicate whether or not any of the following have ever happened in your current workplace. Because of conditions at your workplace, you have been injured or gotten sick.</p>	Unweighted Base	2755
	Mean	1.9
	Standard error	*
<p>Please indicate whether or not any of the following have ever happened in your current workplace. Because of conditions at your workplace, you know someone else who has been injured or gotten sick.</p>	Unweighted Base	2755
	Mean	1.7
	Standard error	0.01
<p>Even if you didn't experience it yourself, have you ever known about any of the following possible violations of wage and hour laws in your current workplace? You or someone you know didn't get paid for all for a day or more of work they performed</p>	Unweighted Base	2674
	Mean	1.9
	Standard error	0.00
<p>Even if you didn't experience it yourself, have you ever known about any of the following possible violations of wage and hour laws in your current workplace? You or someone you know didn't get paid for overtime work</p>	Unweighted Base	2674
	Mean	1.9
	Standard error	0.00

<p>Even if you didn't experience it yourself, have you ever known about any of the following possible violations of wage and hour laws in your current workplace? You or someone you know didn't get paid what the employer promised</p>	Unweighted Base	2674
	Mean	1.9
	Standard error	0.00
<p>Even if you didn't experience it yourself, have you ever known about any of the following possible violations of wage and hour laws in your current workplace? You or someone you know were paid less than the minimum wage</p>	Unweighted Base	2674
	Mean	2.0
	Standard error	0.00
<p>Even if you didn't experience it yourself, have you ever known about any of the following possible violations of wage and hour laws in your current workplace? You or someone you know were required to work off the clock or through breaks</p>	Unweighted Base	2674
	Mean	1.8
	Standard error	0.00

Figure 16: WRAAK Level and Experience With Workplace Violations

COMBINED_EXP (health and safety and wage and hour)					
OVERALL WRAAK		Unweighted Base		Experience with violation	Have no experience with violation
				A	B
	Unweighted Base	5429		2045	3384
	Mean	2.3		2.1	2.5
	Standard error	0.01		0.02	0.01

Figure 17: Formal Reporting of Health & Safety and Wage & Hour Violations

COMBINED_REPORTING	Unweighted Base	1825
	Mean	1.4
	Standard error	0.01
OSHA_REPORTING	Unweighted Base	1154
	Mean	1.4
	Standard error	0.01
Did you report the situation directly to your supervisor or employer?	Unweighted Base	1154
	Mean	1.4
	Standard error	0.01
WHD_REPORTING	Unweighted Base	671
	Mean	1.5
	Standard error	0.01
Did you report the situation directly to your supervisor or employer?	Unweighted Base	671
	Mean	1.5
	Standard error	0.02

Figure 18: WRAAK Levels and Formal Reporting of a Workplace Violation

OVERALL WRAAK		COMBINED_REPORTING		
		Unweighted Base	Formally Reported	Did not report
			A	B
	Unweighted Base	1825	1011	814
	Mean	2.0	2.1	2.0
	Standard error	0.02	0.02	0.03

Figure 19: Likelihood to Report a Future Workplace Violation

<p>In the future, how likely would you be to raise your concern to your supervisor or employer if each of the following happened? Use a five-point scale, where 5 is extremely likely and 1 is not at all likely, (read Q41_1A-Q41_1C) You are working mo</p>	Unweighted Base	2674
	Mean	4.2
	Standard error	0.02
<p>In the future, how likely would you be to raise your concern to your supervisor or employer if each of the following happened? Use a five-point scale, where 5 is extremely likely and 1 is not at all likely, (read Q41_1A-Q41_1C) You are required t</p>	Unweighted Base	2674
	Mean	3.9
	Standard error	0.02
<p>In the future, how likely would you be to raise your concern to your supervisor or employer if each of the following happened? Use a five-point scale, where 5 is extremely likely and 1 is not at all likely, (read Q41_1A-Q41_1C) You are required t</p>	Unweighted Base	2674
	Mean	3.9
	Standard error	0.02

<p>In the future, how likely would you be to raise your concern to your supervisor or employer if each of the following happened? Use a five-point scale, where 5 is extremely likely and 1 is not at all likely. If you witnessed repeated health or sa</p>	Unweighted Base	2755
	Mean	4.6
	Standard error	0.01
<p>In the future, how likely would you be to raise your concern to your supervisor or employer if each of the following happened? Use a five-point scale, where 5 is extremely likely and 1 is not at all likely. If you witnessed a very serious health</p>	Unweighted Base	2755
	Mean	4.7
	Standard error	0.01
<p>In the future, how likely would you be to raise your concern to your supervisor or employer if each of the following happened? Use a five-point scale, where 5 is extremely likely and 1 is not at all likely. If you were injured on the job or got</p>	Unweighted Base	2755
	Mean	4.7
	Standard error	0.01

Figure 20: WRAAK Levels and Likelihood to Report a Future Workplace Violation

OVERALL WRAAK		COMBINED LIKELIHOOD		
		Unweighted Base	Extremely Likely to Report	Not Extremely Likely to Report
			A	B
	Unweighted Base	5334	3362	1972
	Mean	2.3	2.5	2.0
	Standard error	0.01	0.01	0.02

Figure 21: Likelihood to Report a Future Workplace Violation by Past Reporting

COMBINED_LIKELIHOOD		COMBINED_REPORTING		
		Unweighted Base	Yes Correctly Reported (Past 5 Yrs)	Not Correctly Reported (Past 5 Yrs)
			A	B
	Unweighted Base	1813	1004	809
Mean	1.4	1.4	1.5	
Standard error	0.01	0.01	0.01	

OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION SECTION FIGURES AND TABLES: STANDARD ERROR ESTIMATES

Figure 1: Employer-Provided Education on Health & Safety Rights and Protections

OSHA_EDUCATION	Unweighted Base	2686
	Mean	1.8
	Standard error	0.01

Figure 2: WRAAK Levels and Education on Health & Safety Rights and Protections

OVERALL WRAAK		OSHA_EDUCATION			
		Unweighted Base		On a regular basis	All Others
				A	B
	Unweighted Base	2686		1382	1304
	Mean	2.3		2.5	2.2
	Standard error	0.02		0.02	0.02

Figure 3: Employer-Provided Education in Priority Workplaces

OSHA_EDUCATION		OSHA_HIGH_PRIORITY_WORKPLACES			
		Unweighted Base		HIGH PRIORITY WORKPLACES	OTHER
				A	B
	Unweighted Base	2686		1624	1062
	Mean	1.8		1.7	2.1
	Standard error	0.01		0.02	0.02

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Figure 4: Knowledge of OSHA-Specific Protections Across Priority Workplaces

OSHA_KNOWLEDGE	OSHA_HIGH_PRIORITY_WORKPLACES			
	Unweighted Base		HIGH PRIORITY WORKPLACES	OTHER
			A	B
	Unweighted Base	2755		1654
Mean	1.5		1.4	1.6
Standard error	0.01		0.01	0.01

Figure 5: Education on Health & Safety Risks Across OSHA Regions

OSHA_EDUCATION	Region_OSHA												
	Unweighted Base		Region 1	Region 2	Region 3	Region 4	Region 5	Region 6	Region 7	Region 8	Region 9	Region 10	
			A	B	C	D	E	F	G	H	I	J	
	Unweighted Base	2571		126	225	313	476	442	321	116	97	353	102
Mean	1.8		1.9	2.1	1.8	1.8	1.8	1.8	1.9	1.9	1.8	1.8	
Standard error	0.01		0.06	0.05	0.04	0.03	0.03	0.04	0.07	0.06	0.04	0.07	

Figure 6: Knowledge of OSHA-Specific Protections and Education

OSHA_EDUCATION	OSHA_KNOWLEDGE			
	Unweighted Base		Higher OSHA Knowledge (4-5 correct)	Lower OSHA Knowledge. (0-3 correct)
			A	B
	Unweighted Base	2686		1432
Mean	1.8		1.6	2.1
Standard error	0.01		0.02	0.02

Figure 7: Sources of Information on Health & Safety Rights and Protections

Hang Posters in Your Workplace With Information About Your Health and Safety Rights	Unweighted Base	2755
	Mean	1.2
	Standard error	0.01
Provide Classroom or Online Training for Workers About Your Health and Safety Rights	Unweighted Base	2755
	Mean	1.3
	Standard error	0.01
Provide Other Resources About Health and Safety Rights	Unweighted Base	2755
	Mean	1.3
	Standard error	0.01

From a Union Representative	Unweighted Base	446
	Mean	1.4
	Standard error	0.02
From a Community Group, Worker Rights Center, or Faith-Based Group	Unweighted Base	2755
	Mean	1.9
	Standard error	*
From the U.S. Occupational Safety and Health Administration	Unweighted Base	2755
	Mean	1.6
	Standard error	0.01
From Another Federal or State Government Agency	Unweighted Base	2755
	Mean	1.7
	Standard error	0.01
From the Internet	Unweighted Base	2755
	Mean	1.6
	Standard error	0.01

Figure 8: WRAAK Levels and Access to Information on Health & Safety Protections

OVERALL WRAAK		OSHA_ACCESS			
		Unweighted Base		OSHA Access	No OSHA Access
				A	B
	Unweighted Base	2755		2564	191
Mean	2.3		2.4	2.0	
Standard error	0.02		0.02	0.06	

Table 5: Access to Information on Health & Safety Rights and Protections and Experience With Violations

		OSHA_ACCESS			
		Unweighted Base		OSHA Access	No OSHA Access
				A	B
COMBINED_EXP	Unweighted Base	2755		2564	191
	Mean	1.5		1.5	1.5
	Standard error	0.01		0.01	0.03
COMBINED_REPORTING	Unweighted Base	1154		1077	77
	Mean	1.4		1.4	1.4
	Standard error	0.01		0.01	0.04

Figure 9: Access to Information and Likelihood to Report a Violation in the Future

COMBINED_LIKELIHOOD		COMBINED_ACCESS			
		Unweighted Base		Access	No Access
				A	B
	Unweighted Base	5334		4850	484
Mean	1.4		1.3	1.4	
Standard error	*		0.01	0.03	

Figure 10: Access to Information on Health & Safety Rights and Protections in Priority Workplaces

OSHA_ACCESS		OSHA_HIGH_PRIORITY_WORKPLACES			
		Unweighted Base		HIGH PRIORITY WORKPLACES	OTHER
				A	B
	Unweighted Base	2755		1654	1101
Mean	1.1		1.1	1.1	
Standard error	*		*	0.01	

Figure 11: Access to Information on Health & Safety Rights and Protections Across OSHA Regions

OSHA_ACCESS		Region_OSHA											
		Unweighte d Base		Region 1	Region 2	Region 3	Region 4	Region 5	Region 6	Region 7	Region 8	Regi on 9	Regi on 10
				A	B	C	D	E	F	G	H	I	J
	Unweighte d Base	2634		130	231	322	484	454	329	121	100	359	104
	Mean	1.1		1.1	1.1	1.1	1.0	1.1	1.1	1.1	1.0	1.1	1.0
	Standard error	*		0.02	0.01	0.01	0.01	0.01	0.01	0.02	0.01	0.01	*

Figure 12: Experience With Specific Health & Safety Violations

Please indicate whether or not any of the following have ever happened in your current workplace. You have known about a possible health or safety risk in your workplace.	Unweighted Base	2755
	Mean	1.6
	Standard error	0.01
Please indicate whether or not any of the following have ever happened in your current workplace. Because of conditions at your workplace, you have been injured or gotten sick.	Unweighted Base	2755
	Mean	1.9
	Standard error	*
Please indicate whether or not any of the following have ever happened in your current workplace. Because of conditions at your workplace, you know someone else who has been injured or gotten sick.	Unweighted Base	2755
	Mean	1.7
	Standard error	0.01

Figure 13: WRAAK Levels and Experience With Health & Safety Violations

OVERALL WRAAK		OSHA_EXP			
		Unweighted Base		Experience with a health and safety violation	Have no experience with a health and safety violation
				A	B
	Unweighted Base	2755		1311	1444
Mean	2.3		2.2	2.5	
Standard error	0.02		0.02	0.02	

Figure 14: Experience With Health & Safety Violations and Priority Workplaces

OSHA_EXP		OSHA_HIGH_PRIORITY_WORKS_2			
		Unweighted Base		HIGH PRIORITY WORKPLACES	OTHER
				A	B
	Unweighted Base	2755		1654	1101
Mean	1.5		1.4	1.8	
Standard error	0.01		0.01	0.01	

Figure 15: Experience With Health & Safety Violations Across OSHA Regions

OSHA_EXP		Region_OSHA											
		Unweighte d Base		Region 1	Region 2	Region 3	Region 4	Region 5	Region 6	Region 7	Region 8	Region 9	Region 10
				A	B	C	D	E	F	G	H	I	J
	Unweighted Base	2634		130	231	322	484	454	329	121	100	359	104
	Mean	1.5		1.7	1.5	1.6	1.5	1.5	1.6	1.5	1.4	1.5	1.4
	Standard error	0.01		0.03	0.02	0.02	0.02	0.02	0.02	0.03	0.03	0.02	0.04

Figure 16: Reporting Experience With Health & Safety Violations

Did you report the situation directly to your supervisor or employer?	Unweighted Base	1154
	Mean	1.4
	Standard error	0.01
Did you talk to anyone else about it?	Unweighted Base	1154
	Mean	1.6
	Standard error	0.01

Figure 17: WRAAK Levels and Formal Reporting of Health & Safety Violations

OVERALL WRAAK		OSHA_REPORTING			
		Unweighted Base		Formally reported	Did not report
				A	B
	Unweighted Base	1154		707	447
	Mean	2.1		2.2	2.1
	Standard error	0.02		0.03	0.04

Figure 18: Formal Reporting and Likelihood to Report a Violation in the Future

LIKELIHOOD_TO_VOICE_OSHA		OSHA_REPORTING			
		Unweighted Base		Formally reported	Did not report
				A	B
	Unweighted Base	1154		707	447
	Mean	1.3		1.3	1.3
	Standard error	0.01		0.01	0.02

Figure 19: Formally Reporting an Experience With Health & Safety Violations Across OSHA Regions

OSHA_REPORTING		Region_OSHA										
		Unweighted Base	Region 1	Region 2	Region 3	Region 4	Region 5	Region 6	Region 7	Region 8	Region 9	Region 10
			A	B	C	D	E	F	G	H	I	J
		Unweighted Base	1103	41	97	136	203	204	126	45	48	151
Mean	1.4	1.4	1.5	1.4	1.3	1.4	1.4	1.4	1.6	1.3	1.5	
Standard error	0.01	0.06	0.04	0.03	0.02	0.02	0.03	0.05	0.04	0.03	0.05	

Figure 20: Future Likelihood to Report Health & Safety Violation and Priority Workplaces

LIKELIHOOD_TO_VOICE_OSHA		OSHA_HIGH_PRIORITY_WORKPLACES		
		Unweighted Base	HIGH PRIORITY WORKPLACES	OTHER
			A	B
		Unweighted Base	2752	1654
Mean	1.3	1.3	1.2	
Standard error	0.01	0.01	0.01	

Figure 21: Future Likelihood to Report Health & Safety Violations Across OSHA Regions

LIKELIHOOD_TO_VOICE_OSHA		Region_OSHA											
		Unweighted Base		Region 1	Region 2	Region 3	Region 4	Region 5	Region 6	Region 7	Region 8	Region 9	Region 10
				A	B	C	D	E	F	G	H	I	J
	Unweighted Base	2631		130	231	322	483	454	328	121	99	359	104
	Mean	1.3		1.4	1.3	1.2	1.2	1.3	1.3	1.2	1.3	1.3	1.3
	Standard error	0.01		0.03	0.02	0.02	0.01	0.01	0.02	0.02	0.03	0.02	0.03

WAGE AND HOUR DIVISION SECTION FIGURES AND TABLES: STANDARD ERROR ESTIMATES

Figure 1: Employer-Provided Education on Worker Rights

WHD_EDUCATION	Unweighted Base	2528
	Mean	2.7
	Standard error	0.01

Figure 2: WRAAK Levels and Education on Wage & Hour Rights

OVERALL WRAAK		WHD_EDUCATION					
		Unweighted Base		On a regular basis	As needed	When training new employee	Not at all
				A	B	C	D
		Unweighted Base	2528		363	691	848
Mean	2.3		2.8	2.6	2.1	2.0	
Standard error	0.02		0.05	0.03	0.03	0.03	

Figure 3: WRAAK and Employer-Provided Education by Union Status

OVERALL WRAAK		UNION STATUS											
		UNION						NON UNION					
		WHD_EDUCATION						WHD_EDUCATION					
		Unweighted Base		On a regular basis	As needed	When training new employee	Not at all	Unweighted Base	Base	On a regular basis	As needed	When training new employee	Not at all
Unweighted Base	436		54	138	133	111	2082	2082	307	550	714	511	
Mean	2.0		2.3	2.4	1.7	1.9	2.3	2.3	2.9	2.6	2.2	2.0	
Standard error	0.04		0.13	0.06	0.06	0.07	0.02	0.02	0.05	0.03	0.03	0.03	

Figure 4: WRAAK and Employer-Provided Education by Blue/White Collar

OVERALL WRAAK		BLUE COLLAR						WHITE COLLAR					
		WHD_EDUCATION						WHD_EDUCATION					
		Unweighted Base		On a regular basis	As needed	When training new employee	Not at all	Unweighted Base	Base	On a regular basis	As needed	When training new employee	Not at all
				E	F	G	H			I	J	K	L
Unweighted Base	1100		146	289	393	272	1316	1316	199	367	417	333	
Mean	2.3		2.6	2.7	2.0	2.0	2.3	2.3	2.9	2.4	2.2	2.0	
Standard error	0.02		0.07	0.04	0.03	0.04	0.02	0.02	0.06	0.04	0.04	0.05	

Figure 5: Education on Wage & Hour Rights Across WHD Regions

WHD_EDUCATION		Region_WHD						
		Unweighted Base		Midwest	Northeast	Southeast	Southwest	West
				A	B	C	D	E
	Unweighted Base	2418		530	640	483	357	408
	Mean	2.7		2.8	2.6	2.7	2.7	2.7
	Standard error	0.01		0.03	0.03	0.03	0.03	0.03

Figure 6: Sources of Information on Wage & Hour Rights

Does your current employer do any of the following to educate workers about their wage and hour rights? Hang posters in your workplace with information about your wage and hour rights	Unweighted Base	2674
	Mean	1.3
	Standard error	0.01
Does your current employer do any of the following to educate workers about their wage and hour rights? Provide training for workers about your wage and hour rights	Unweighted Base	2674
	Mean	1.6
	Standard error	0.01
Does your current employer do any of the following to educate workers about their wage and hour rights? Provide other resources such as a website or other materials to educate workers about wage and hour rights	Unweighted Base	2674
	Mean	1.4
	Standard error	0.01

<p>Are you learning about wage and hour rights in the workplace from any of the following other resources? (If code 1 in D6, ask: From a union representative</p>	Unweighted Base	455
	Mean	1.2
	Standard error	0.01
<p>Are you learning about wage and hour rights in the workplace from any of the following other resources? From a community group, worker rights center, or faith-based group</p>	Unweighted Base	2674
	Mean	1.9
	Standard error	*
<p>Are you learning about wage and hour rights in the workplace from any of the following other resources? From the U.S. Department of Labor Wage and Hour Division (WHD) (READ IF NECESSARY: not including posters or materials in your workplace from D</p>	Unweighted Base	2674
	Mean	1.7
	Standard error	0.01
<p>Are you learning about wage and hour rights in the workplace from any of the following other resources? From another federal or state government agency</p>	Unweighted Base	2674
	Mean	1.8
	Standard error	0.01
<p>Are you learning about wage and hour rights in the workplace from any of the following other resources? From the internet (READ IF NECESSARY: Not including internal websites hosted by your employer)</p>	Unweighted Base	2674
	Mean	1.6
	Standard error	0.01

Figure 7: WRAAK Levels and Access to Information on Wage & Hour Rights

OVERALL WRAAK		WHD_ACCESS			
		Unweighted Base		WHD Access	No WHD Access
	A			B	
	Unweighted Base	2674		2357	317
Mean	2.3		2.3	2.1	
Standard error	0.02		0.02	0.05	

Table 5: Access to Information on Wage & Hour Rights by Experience, Formal Reporting, and Future Reporting

		WHD_ACCESS			
		Unweighted Base		WHD Access	No WHD Access
				A	B
WHD_EXPERIENCE	Unweighted Base	2674		2357	317
	Mean	1.7		1.7	1.7
	Standard error	0.01		0.01	0.02
WHD_REPORTING	Unweighted Base	671		585	86
	Mean	1.5		1.5	1.7
	Standard error	0.01		0.01	0.04
LIKELIHOOD_TO_VOICE_WHD	Unweighted Base	2582		2287	295
	Mean	1.5		1.5	1.6
	Standard error	0.01		0.01	0.02

Figure 8: Experience With Specific Wage & Hour Violations

<p>Even if you didn't experience it yourself, have you ever known about any of the following possible violations of wage and hour laws in your current workplace? You or someone you know didn't get paid at all for a day or more of work they performed</p>	Unweighted Base	2674
	Mean	1.9
	Standard error	*
<p>Even if you didn't experience it yourself, have you ever known about any of the following possible violations of wage and hour laws in your current workplace? You or someone you know didn't get paid for overtime work</p>	Unweighted Base	2674
	Mean	1.9
	Standard error	*
<p>Even if you didn't experience it yourself, have you ever known about any of the following possible violations of wage and hour laws in your current workplace? You or someone you know didn't get paid what the employer promised</p>	Unweighted Base	2674
	Mean	1.9
	Standard error	*
<p>Even if you didn't experience it yourself, have you ever known about any of the following possible violations of wage and hour laws in your current workplace? You or someone you know were paid less than the minimum wage</p>	Unweighted Base	2674
	Mean	2.0
	Standard error	*

<p>Even if you didn't experience it yourself, have you ever known about any of the following possible violations of wage and hour laws in your current workplace? You or someone you know were required to work off the clock or through breaks</p>	Unweighted Base	2674
	Mean	1.8
	Standard error	*

Figure 9: WRAAK Levels and Experience With Wage & Hour Violations

OVERALL WRAAK		Even if you didn't experience it yourself, have you ever known about any of the following possible violations of wage and hour laws in your current workplace? You or someone you know didn't get paid at all for a day or more of work they performed				Even if you didn't experience it yourself, have you ever known about any of the following possible violations of wage and hour laws in your current workplace? You or someone you know didn't get paid for overtime work performed				Even if you didn't experience it yourself, have you ever known about any of the following possible violations of wage and hour laws in your current workplace? You or someone you know didn't get paid what the employer promised				Even if you didn't experience it yourself, have you ever known about any of the following possible violations of wage and hour laws in your current workplace? You or someone you know were paid less than the minimum wage				Even if you didn't experience it yourself, have you ever known about any of the following possible violations of wage and hour laws in your current workplace? You or someone you know were required to work off the clock or through breaks			
		Unweighted Base	Yes		No	Unweighted Base	Yes		No	Unweighted Base	Yes		No	Unweighted Base	Yes		No	Unweighted Base	Yes		No
			A	B	E		F	I	J		M	N	Q		R						
		Unweighted Base	Mean	Standard error																	
	2674		245	2361	2674	435	2162	2674	281	2338	2674	52	2586	2674	410	2235					
	2.3		1.8	2.4	2.3	1.8	2.4	2.3	1.8	2.4	2.3	2.1	2.3	2.3	1.8	2.4					
	0.02		0.05	0.02	0.02	0.03	0.02	0.02	0.03	0.02	0.02	0.10	0.02	0.02	0.03	0.02					

Figure 10: Experience With Wage & Hour Violations Across WHD Regions

WHD_EXP		Region_WHD						
		Unweighted Base		Midwest	Northeast	Southeast	Southwest	West
				A	B	C	D	E
	Unweighted Base	2548		555	688	510	373	422
	Mean	1.7		1.7	1.7	1.8	1.7	1.7
	Standard error	0.01		0.01	0.01	0.01	0.02	0.02

Table 9: Formal Reporting of Experience With Wage & Hour Violations

WHD_REPORTING	Unweighted Base	671
	Mean	1.5
	Standard error	0.01

Figure 12: WRAAK Levels and Formal Reporting of Wage & Hour Violations

OVERALL WRAAK		WHD_REPORTING_PAST_5			
		Unweighted Base		Yes Correctly Reported (Past 5 Yrs)	Not Correctly Reported (Past 5 Yrs)
				A	B
	Unweighted Base	671		304	367
	Mean	1.8		1.9	1.8
	Standard error	0.03		0.04	0.03

Figure 13: Formally Reporting an Experience With Wage & Hour Violations by Priority Industries

WHD_REPORTING		PRIORITY_INDUSTRY			
		Unweighted Base		Priority Industry	Non-priority Industry
				A	B
		Unweighted Base	671		279
Mean	1.5		1.4	1.6	
Standard error	0.01		0.02	0.02	

Figure 14: Formally Reporting an Experience With Wage & Hour Violations Across WHD Regions

WHD_REPORTING		Region_WHD						
		Unweighted Base		Midwest	Northeast	Southeast	Southwest	West
				A	B	C	D	E
		Unweighted Base	640		150	177	122	90
Mean	1.5		1.4	1.6	1.5	1.4	1.6	
Standard error	0.01		0.03	0.03	0.03	0.04	0.04	

WORKING WOMEN SECTION FIGURES AND TABLES: STANDARD ERROR ESTIMATES

Figure 1: Distribution of WRAAK Across Gender

OVERALL WRAAK		GENDER			
		Unweighted Base		Male	Female
				A	B
	Unweighted Base	5429		2146	3283
	Mean	2.3		2.3	2.3
	Standard error	0.01		0.02	0.02

Table 1: Gender Profile Across Key WRAAK Constructs

COMBINED_		GENDER			
		Unweighted Base		Male	Female
				A	B
EDUCATION	Unweighted Base	5214		2061	3153
	Mean	2.2		2.2	2.3
	Standard error	0.01		0.01	0.02
ACCESS	Unweighted Base	5429		2146	3283
	Mean	1.1		1.1	1.1
	Standard error	*		*	*
EXPERIENCE	Unweighted Base	5429		2146	3283
	Mean	1.6		1.6	1.7
	Standard error	*		0.01	0.01
REPORTING	Unweighted Base	1825		760	1065
	Mean	1.4		1.4	1.5
	Standard deviation	0.50		0.49	0.50
LIKELIHOOD	Unweighted Base	5334		2100	3234
	Standard error	*		0.01	0.01

Figure 2: Distribution of WRAAK Across Working Women: Race/Ethnicity

OVERALL WRAAK	RACE							
	Unweighted Base	WHITE	AFRICAN AMERICAN	ASIAN	OTHER	HISPANIC		
		A	B	C	D	E		
Unweighted Base	3240	1427	921	178	29	685		
Mean	2.2	2.4	2.3	2.1	1.5	2.3		
Standard error	0.01	0.02	0.04	0.07	0.28	0.04		

Table 2: Race/Ethnicity Profile Across Key WRAAK Constructs

COMBINED_EDUCATION	Male							Female						
	RACE							RACE						
	Unweighted Base	WHITE	AFRICAN AMERICAN	ASIAN	HISPANIC			Unweighted Base	WHITE	AFRICAN AMERICAN	ASIAN	HISPANIC		
Unweighted Base	1992	1570	136	69	200			3112	1372	891	166	657		
Mean	2.2	2.2	2.1	2.2	2.3			2.3	2.2	2.3	2.3	2.5		
Standard error	0.02	0.02	0.04	0.06	0.04			0.01	0.02	0.04	0.07	0.04		
COMBINED_ACCESS	Unweighted Base	2069	1633	142	73	204		3240	1427	921	178	685		
	Mean	1.1	1.1	1.0	1.0	1.1		1.1	1.1	1.1	1.2	1.1		
	Standard error	*	*	0.01	0.01	0.01		*	0.01	0.01	0.02	0.01		
COMBINED_EXPERIENCE	Unweighted Base	2069	1633	142	73	204		3240	1427	921	178	685		
	Mean	1.6	1.6	1.6	1.5	1.6		1.6	1.7	1.7	1.8	1.7		
	Standard error	0.01	0.01	0.02	0.03	0.02		0.01	0.01	0.02	0.02	0.02		
COMBINED_REPORTING	Unweighted Base	742	585	47	20	80		1056	462	316	40	225		
	Mean	1.4	1.4	1.3	1.6	1.3		1.5	1.5	1.4	1.5	1.3		
	Standard deviation	0.49	0.49	0.45	0.50	0.47		0.50	0.50	0.49	0.51	0.47		
COMBINED_LIKELIHOOD	Unweighted Base	2024	1591	140	72	204		3191	1396	913	173	680		
	Mean	1.4	1.4	1.4	1.5	1.6		1.4	1.3	1.3	1.4	1.5		
	Standard error	0.01	0.01	0.02	0.03	0.02		0.01	0.01	0.02	0.03	0.02		

Table 3: Working Women Race/Ethnicity by Likelihood to Leave Employer and Input in Decision-Making

		RACE					
		Unweighted Base		WHITE	AFRICAN AMERICAN	ASIAN	HISPANIC
				A	B	C	E
Choose to Leave Your Employer to Work Somewhere Else	Unweighted Base	3240		1427	921	178	685
	Mean	2.4		2.2	2.8	2.4	2.7
	Standard error	0.02		0.02	0.06	0.09	0.05
Opportunity to Provide Input Into Decisions	Unweighted Base	3240		1427	921	178	685
	Mean	3.7		3.8	3.7	3.7	3.7
	Standard error	0.02		0.02	0.05	0.07	0.05

Figure 3: Experience With OSHA and WHD Workplace Violations by Gender and Ethnicity

		Male						Female					
		RACE						RACE					
		Unweighted Base	WHITE	AFRICAN AMERICAN	ASIAN	HISPANIC	Unweighted Base	WHITE	AFRICAN AMERICAN	ASIAN	HISPANIC		
COMBINED EXPERIENCE	Unweighted Base	2069	1633	142	73	204	3240	1427	921	178	685		
	Mean	1.6	1.6	1.6	1.5	1.6	1.6	1.7	1.7	1.8	1.7		
	Standard error	0.01	0.01	0.02	0.03	0.02	0.01	0.01	0.02	0.02	0.02		

Figure 4: Distribution of WRAAK Across Working Women: Age

		AGE_RECODED					
		Unweighted Base		18 TO 29 YRS	30 TO 44 YRS	45 TO 54 YRS	55+
				A	B	C	D
OVERALL WRAAK	Unweighted Base	3205		550	916	805	934
	Mean	2.3		2.5	2.3	2.3	2.3
	Standard error	0.01		0.03	0.03	0.03	0.04

Table 4: Working Women and Key Outcomes: Age Breakouts

		AGE_RECODED					
		Unweighted Base		18 TO 29 YRS	30 TO 44 YRS	45 TO 54 YRS	55+
				A	B	C	D
Recommend Your Employer as a Great Place to Work	Unweighted Base	3205		550	916	805	934
	Mean	3.8		4.1	3.8	3.8	3.8
	Standard error	0.02		0.03	0.03	0.04	0.04
Choose to Leave Your Employer to Work Somewhere Else	Unweighted Base	3205		550	916	805	934
	Mean	2.4		2.4	2.5	2.4	2.0
	Standard error	0.02		0.04	0.04	0.04	0.04
Confident My Supervisor Would Do Something to Help Me	Unweighted Base	3205		550	916	805	934
	Mean	3.8		4.2	3.9	3.8	3.9
	Standard error	0.02		0.03	0.03	0.04	0.04

Figure 5: Distribution of WRAAK Across Working Women: Union Status

		UNION			
		Unweighted Base		UNION	NON UNION
				A	B
OVERALL WRAAK	Unweighted Base	3269		539	2730
	Mean	2.3		2.0	2.4
	Standard error	0.01		0.04	0.02

Table 5: Working Women and Key WRAAK Constructs: Union Status

		UNION			
		Unweighted Base		UNION	NON UNION
				A	B
COMBINED EDUCATION	Unweighted Base	3140		526	2614
	Mean	2.3		2.3	2.3
	Standard error	0.01		0.04	0.02
COMBINED ACCESS	Unweighted Base	3269		539	2730
	Mean	1.1		1.0	1.1
	Standard error	*		0.01	*
COMBINED EXPERIENCE	Unweighted Base	3269		539	2730
	Mean	1.6		1.5	1.7
	Standard error	0.01		0.02	0.01
COMBINED REPORTING	Unweighted Base	1061		257	804
	Mean	1.5		1.5	1.5
	Standard deviation	0.50		0.50	0.50
COMBINED LIKELIHOOD	Unweighted Base	3220		534	2686
	Mean	1.4		1.4	1.3
	Standard error	0.01		0.02	0.01

Table 6: Working Women and Key WRAAK Constructs: WB Regions

		Region_OSHA											
		Unweighted Base		Region 1	Region 2	Region 3	Region 4	Region 5	Region 6	Region 7	Region 8	Region 9	Region 10
				A	B	C	D	E	F	G	H	I	J
COMBINED EDUCATION	Unweighted Base	3041		138	262	389	624	466	390	139	98	435	100
	Mean	2.3		2.3	2.3	2.3	2.3	2.3	2.1	2.2	2.4	2.2	2.6
	Standard error	0.01		0.06	0.06	0.04	0.03	0.04	0.05	0.06	0.07	0.04	0.07
COMBINED ACCESS	Unweighted Base	3160		147	276	410	648	478	400	148	104	445	104
	Mean	1.1		1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.0
	Standard error	*		0.02	0.02	0.01	0.01	0.01	0.01	0.02	0.02	0.01	0.01
COMBINED EXPERIENCE	Unweighted Base	3160		147	276	410	648	478	400	148	104	445	104
	Mean	1.6		1.8	1.7	1.7	1.7	1.7	1.7	1.6	1.6	1.6	1.6
	Standard error	0.01		0.03	0.02	0.02	0.01	0.02	0.02	0.03	0.03	0.02	0.04
COMBINED REPORTING	Unweighted Base	1024		41	79	146	211	160	118	44	37	149	39
	Mean	1.5		1.6	1.5	1.5	1.4	1.4	1.4	1.6	1.5	1.4	1.5
	Standard deviation	0.50		0.50	0.50	0.50	0.50	0.49	0.49	0.50	0.50	0.49	0.50
COMBINED LIKELIHOOD	Unweighted Base	3111		144	270	401	639	474	394	146	103	437	103
	Mean	1.4		1.4	1.3	1.3	1.4	1.3	1.3	1.2	1.3	1.4	1.4
	Standard error	0.01		0.03	0.02	0.02	0.02	0.02	0.02	0.03	0.03	0.02	0.04

Figure 6: Distribution of WRAAK Across Non-Traditional and Female-Dominated Industries

		WB_INDUSTRY_COMBINED			
		Unweighted Base		Non-traditional	Female Dominated
				A	B
OVERALL WRAAK	Unweighted Base	1592		197	1395
	Mean	2.2		2.5	2.3
	Standard error	0.02		0.05	0.03

Table 7: Working Women and Key WRAAK Constructs: Non-Traditional and Female-Dominated Industries

		WB_INDUSTRY_COMBINED			
		Unweighted Base		Non traditional	Female Dominated
				A	B
COMBINED_EDUCATION	Unweighted Base	1539		189	1350
	Mean	2.2		2.2	2.2
	Standard error	0.02		0.05	0.03
COMBINED_ACCESS	Unweighted Base	1592		197	1395
	Mean	1.1		1.1	1.1
	Standard error	0.01		0.01	0.01
COMBINED_EXPERIENCE	Unweighted Base	1592		197	1395
	Mean	1.6		1.6	1.6
	Standard error	0.01		0.02	0.01
COMBINED_REPORTING	Unweighted Base	585		58	527
	Mean	1.5		1.5	1.5
	Standard deviation	0.50		0.50	0.50
COMBINED_LIKELIHOOD	Unweighted Base	1571		194	1377
	Mean	1.4		1.3	1.4
	Standard error	0.01		0.02	0.01

Table 8: Working Women and Key WRAAK Constructs: Blue Collar vs. White Collar

		BLUE_WHITE			
		Unweighted Base		BLUE COLLAR	WHITE COLLAR
				A	B
COMBINED_E DUPLICATION	Unweighted Base	3034		1274	1760
	Mean	2.3		2.2	2.4
	Standard error	0.01		0.02	0.02
COMBINED_ACCESS	Unweighted Base	3153		1312	1841
	Mean	1.1		1.1	1.1
	Standard error	*		0.01	0.01
COMBINED_E XPERIENCE	Unweighted Base	3153		1312	1841
	Mean	1.6		1.6	1.7
	Standard error	0.01		0.01	0.01
COMBINED_REPORTING	Unweighted Base	1025		484	541
	Mean	1.5		1.4	1.6
	Standard deviation	0.50		0.48	0.49
COMBINED_L LIKELIHOOD	Unweighted Base	3104		1301	1803
	Mean	1.4		1.3	1.4
	Standard error	0.01		0.01	0.01

Figure 7: Likelihood to Report Future Violations and Industry Type

		Male				Female			
		BLUE_WHITE				BLUE_WHITE			
		Unweighted Base		BLUE COLLAR	WHITE COLLAR	Unweighted Base		BLUE COLLAR	WHITE COLLAR
COMBINED_L LIKELIHOOD	Unweighted Base	2006		1059	947	3104		1301	1803
	Mean	1.4		1.4	1.4	1.4		1.3	1.4
	Standard error	0.01		0.01	0.01	0.01		0.01	0.01

Table 9: Working Women and Health & Safety Education, Access, Experience, and Reporting

		GENDER			
		Unweighted Base		Male	Female
				A	B
OSHA_ EDUCATION	Unweighted Base	2686		1100	1586
	Mean	1.8		1.8	1.9
	Standard error	0.01		0.02	0.02
OSHA_ ACCESS	Unweighted Base	2755		1122	1633
	Mean	1.1		1.1	1.1
	Standard error	*		*	0.01
COMBINED_ EXPERIENCE	Unweighted Base	5429		2146	3283
	Mean	1.6		1.5	1.6
	Standard error	*		0.01	0.01
OSHA_ REPORTING	Unweighted Base	1154		520	634
	Mean	1.4		1.3	1.4
	Standard error	0.01		0.01	0.02
LIKELIHOOD_ TO_VOICE_ OSHA	Unweighted Base	2752		1120	1632
	Mean	1.3		1.3	1.2
	Standard error	0.01		0.01	0.01

Figure 8: Working Women and Experience With Health & Safety Violations

OSHA_EXP	Unweighted Base	1633
	Mean	1.6
	Standard error	0.01

Figure 9: Gender and Experience With Specific Health & Safety Violations

		GENDER			
		Unweighted Base		Male	Female
				A	B
Please indicate whether or not any of the following have ever happened in your current workplace. You have known about a possible health or safety risk in your workplace.	Unweighted Base	2755		1122	1633
	Mean	1.6		1.6	1.7
	Standard deviation	0.49		0.50	0.46
Please indicate whether or not any of the following have ever happened in your current workplace. Because of conditions at your workplace, you have been injured or gotten sick.	Unweighted Base	2755		1122	1633
	Mean	1.9		1.9	1.9
	Standard error	*		0.01	0.01
Please indicate whether or not any of the following have ever happened in your current workplace. Because of conditions at your workplace, you know someone else who has been injured or gotten sick.	Unweighted Base	2755		1122	1633
	Mean	1.7		1.7	1.7
	Standard error	0.01		0.01	0.01

**Figure 10: Working Women and Experience With Health & Safety Violations:
Race/Ethnicity**

		RACE					
		Unweighted Base		WHITE	AFRICAN AMERICAN	ASIAN	HISPANIC
				A	B	C	E
Please indicate whether or not any of the following have ever happened in your current workplace. You have known about a possible health or safety risk in your workplace.	Unweighted Base	1612		708	457	88	343
	Mean	1.7		1.7	1.7	1.8	1.7
	Standard deviation	0.47		0.47	0.47	0.40	0.44
Please indicate whether or not any of the following have ever happened in your current workplace. Because of conditions at your workplace, you have been injured or gotten sick.	Unweighted Base	1612		708	457	88	343
	Mean	1.9		1.9	1.9	1.9	1.8
	Standard error	0.01		0.01	0.02	0.03	0.02
Please indicate whether or not any of the following have ever happened in your current workplace. Because of conditions at your workplace, you know someone else who has been injured or gotten sick.	Unweighted Base	1612		708	457	88	343
	Mean	1.7		1.7	1.7	1.8	1.7
	Standard error	0.01		0.01	0.02	0.03	0.02

Figure 11: Working Women and Access to Information on Wage & Hour Rights

		GENDER			
		Unweighted Base		Male	Female
				A	B
WHD_ACCESS	Unweighted Base	2674		1024	1650
	Mean	1.1		1.1	1.1
	Standard error	*		0.01	0.01

Table 10: Working Women and Wage & Hour Education, Access, Experience, and Reporting

		GENDER			
		Unweighted Base		Male	Female
				A	B
WHD_EDUCATION	Unweighted Base	2528		961	1567
	Mean	2.7		2.7	2.7
	Standard error	0.01		0.02	0.02
WHD_ACCESS	Unweighted Base	2674		1024	1650
	Mean	1.1		1.1	1.1
	Standard error	*		0.01	0.01
WHD_EXPERIENCE	Unweighted Base	2674		1024	1650
	Mean	1.7		1.7	1.8
	Standard error	0.01		0.01	0.01
WHD_REPORTING	Unweighted Base	671		240	431
	Mean	1.5		1.5	1.5
	Standard error	0.01		0.02	0.02
LIKE LIHO OD_T O_VG	Unweighted Base	2582		980	1602

	Mean	1.5		1.5	1.5
	Standard error	0.01		0.01	0.01

Figure 12: Working Women and Experience With Wage & Hour Violations

WHD_EXP	Unweighted Base	1650
	Mean	1.8
	Standard error	0.01

Figure 13: Gender and Experience With Specific Wage & Hour Violations

		GENDER			
		Unweighted Base		Male	Female
				A	B
Even if you didn't experience it yourself, have you ever known about any of the following possible violations of wage and hour laws in your current workplace? You or someone you know didn't get paid at all for a day or more of work they performed	Unweighted Base	2674		1024	1650
	Mean	1.9		1.9	1.9
	Standard error	*		0.01	0.01
Even if you didn't experience it yourself, have you ever known about any of the following possible violations of wage and hour laws in your current workplace? You or someone you know didn't get paid for overtime work	Unweighted Base	2674		1024	1650
	Mean	1.8		1.9	1.9
	Standard error	0.01		0.01	0.01
Even if you didn't experience it yourself, have you ever known about any of the following possible violations of wage and hour laws in your current workplace? You or someone you know didn't get paid what the employer promised	Unweighted Base	2674		1024	1650
	Mean	1.9		1.9	1.9
	Standard error	*		0.01	0.01
Even if you didn't experience it yourself, have you ever known about any of the following possible violations of wage and hour laws in your current workplace? You or someone you know were paid less than the minimum wage	Unweighted Base	2674		1024	1650
	Mean	2.0		2.0	2.0
	Standard error	*		*	*

<p>Even if you didn't experience it yourself, have you ever known about any of the following possible violations of wage and hour laws in your current workplace? You or someone you know were required to work off the clock or through breaks</p>	Unweighted Base	2674		1024	1650
	Mean	1.8		1.8	1.9
	Standard error	*		0.01	0.01

Figure 14: Working Women Experience With Wage & Hour Violations: Race/Ethnicity

		RACE					
		Unweighted Base		WHITE	AFRICAN AMERICAN	ASIAN	HISPANIC
				A	B	C	E
Even if you didn't experience it yourself, have you ever known about any of the following possible violations of wage and hour laws in your current workplace? You or someone you know didn't get paid at all for a day or more of work they performed	Unweighted Base	1628		719	464	90	342
	Mean	1.9		1.9	1.9	2.0	1.8
	Standard error	0.01		0.01	0.01	0.01	0.02
Even if you didn't experience it yourself, have you ever known about any of the following possible violations of wage and hour laws in your current workplace? You or someone you know didn't get paid for overtime work	Unweighted Base	1628		719	464	90	342
	Mean	1.8		1.9	1.9	1.9	1.8
	Standard error	0.01		0.01	0.02	0.02	0.02
Even if you didn't experience it yourself, have you ever known about any of the following possible violations of wage and hour laws in your current workplace? You or someone you know didn't get paid what the employer promised	Unweighted Base	1628		719	464	90	342
	Mean	1.9		1.9	1.9	2.0	1.9
	Standard error	0.01		0.01	0.02	0.02	0.02
Even if you didn't experience it yourself, have you ever known about any of the following possible violations of wage and hour laws in your current workplace? You or someone you know didn't get paid what the employer promised	Unweighted Base	1628		719	464	90	342

	Mean	2.0		2.0	2.0	2.0	2.0
	Standard error	*		*	0.01	-	0.01
Even if you didn't experience it yourself, have you ever known about any of the following possible violations of wage and hour laws in your current workplace? You or someone you know were required to work off the clock or through breaks	Unweighted Base	1628		719	464	90	342
	Mean	1.8		1.8	1.9	1.9	1.9
	Standard error	0.01		0.01	0.02	0.02	0.02