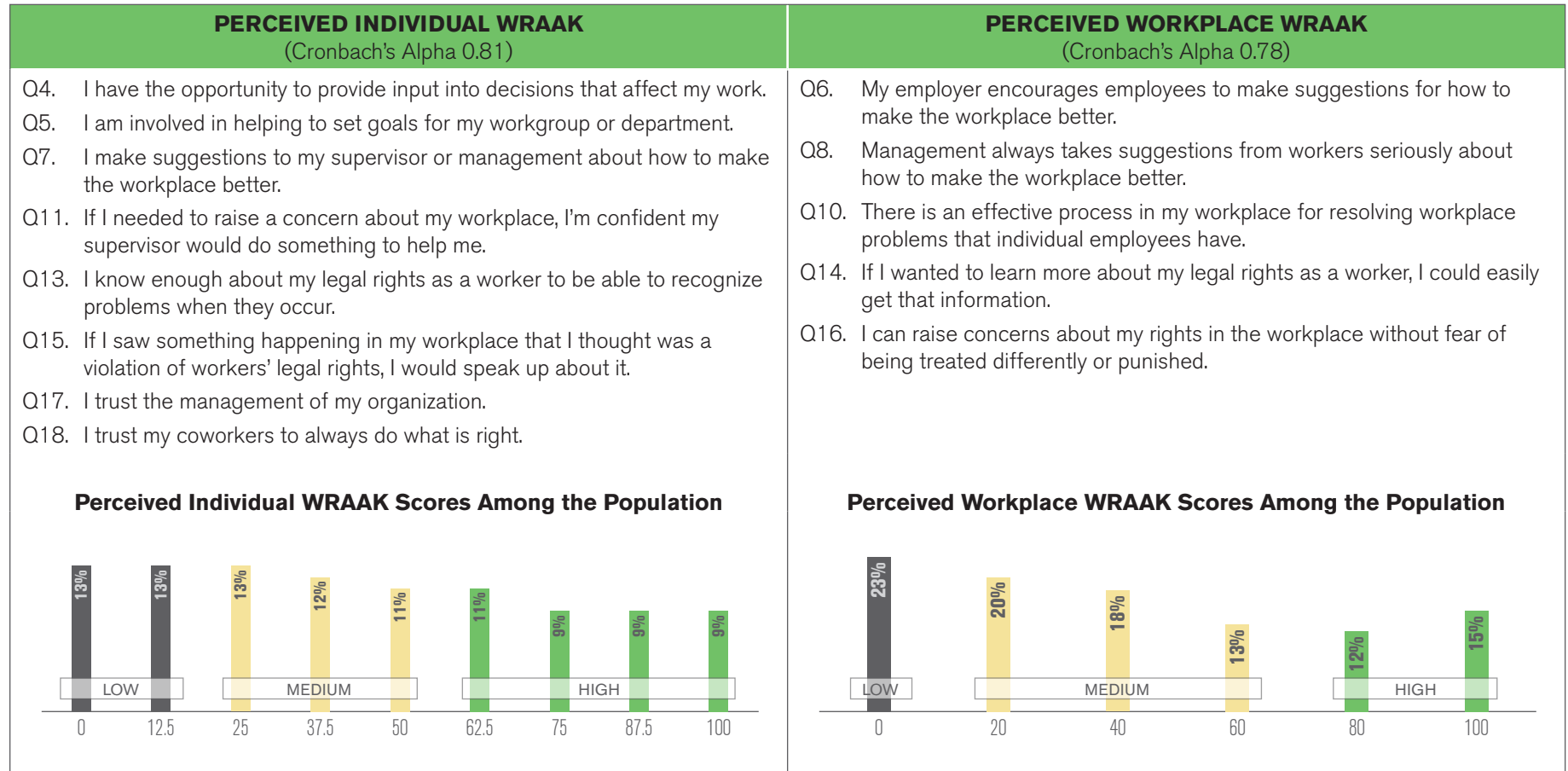


WRAAK INDEX (PERCEIVED INDIVIDUAL AND PERCEIVED WORKPLACE WRAAK)

The WRAAK index is made up of two subindices. The first subindex is **perceived individual WRAAK**. For these items, respondents reported on their own roles in WRAAK. The second subindex is **perceived workplace WRAAK**. This index includes items on which respondents reported on their employer's support for their WRAAK. The overall WRAAK index was calculated based on categorical classifications from the perceived individual WRAAK and perceived workplace WRAAK subindices. Items omitted from the indices did not aid in defining the concepts of perceived individual and perceived workplace WRAAK.

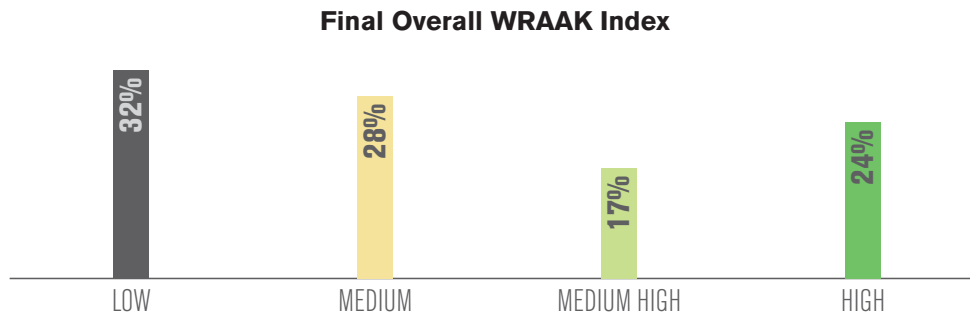


Decision tree analysis created a graphical classification model that was used for validating categories. The model classified cases into groups based on predicted values of the dependent (target) and independent (predictor) variables. This analysis yielded three groups (high, medium, and low) for perceived individual WRAAK and perceived workplace WRAAK.

WRAAK INDEX (OVERALL WRAAK)

WRAAK was calculated by combining the perceived individual WRAAK subindex and the perceived workplace WRAAK subindex. The overall index was created by examining each subindex classification (high, medium, and low) and then combining the scores into four overall classifications (high, medium high, medium, and low). The four categories were created using the two subindices in the following manner:

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



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.

The Impact of WRAAK

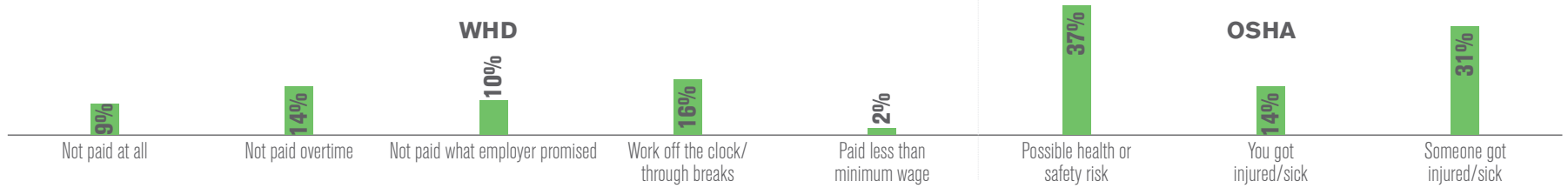
- Satisfaction with employer is higher in higher WRAAK categories.
- Recommending an employer to others increases with higher WRAAK categories.
- Employers are seen as open and honest among the higher WRAAK categories.
- Retention increases with higher WRAAK, as fewer employees report they are likely to leave their employer.
- Likelihood to report future health and safety or wage and hour violations is greater among employees with higher WRAAK.
- Experience with violations is associated with WRAAK, as those with lower WRAAK are more likely to have experience with a past violation either themselves or through knowing someone else.
- Employees with access to information about their WHD and OSHA rights are more likely to have higher WRAAK.

WRAAK Demographics

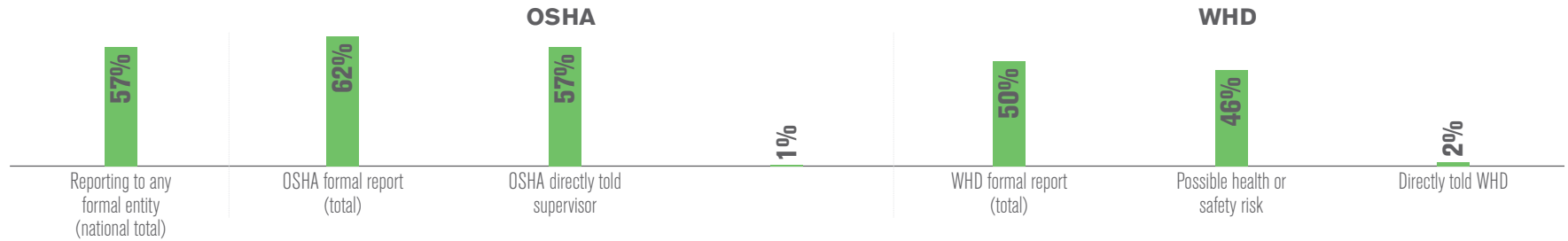
- Gender: There are no significant gender differences on WRAAK.
- Age: Middle-aged adults (30- to 54-year-olds) are more likely to have lower WRAAK than young adults (18- to 29-year-olds).
- Race: Hispanic and Asian workers are more likely than White workers to have low WRAAK.
- Education: Those with high school or less education are more likely to have high WRAAK than the college graduate or higher population.
- Blue collar: There are no significant differences in WRAAK between blue collar and white collar workers.
- Union membership: Those in unions are more likely to have medium WRAAK, but do not differ from the non-union population on high or low WRAAK.
- Management: Managers have higher WRAAK than those not in management. WRAAK increases with upper management.

NATIONAL WRAAK STUDY FINDINGS

EXPERIENCE: Prevalence of violations in the workplace differ, with more American workers formally reporting health and safety violations compared with wage and hour violations. Workers who reported that they had no personal 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%).

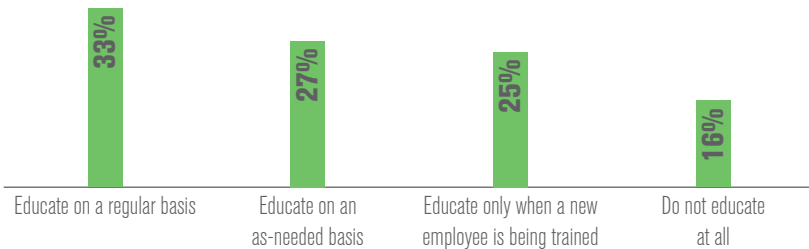


REPORTING: Overall, working adults were much more likely to say they would report future health and safety violations than wage and hour violations. Workers who had formally reported a violation in the past were significantly more likely to say they would report future violations than those who had not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



EDUCATION: One-third of the adult workforce reported being educated or trained on their rights and protections by their employer on a regular basis. Blue collar workers were more likely to receive regular education than white collar workers. Hispanic workers were more likely to report they received no education than regular education or education as needed.

Employer-Provided Education and Training on Worker Rights



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

Employer-Provided Access



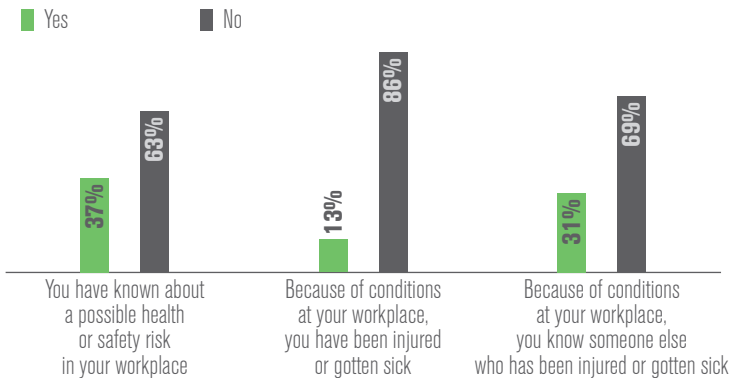
OSHA KEY FINDINGS

Nearly 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. Experience with a violation was associated with low WRAAK. WRAAK was further impacted among those with experience with a violation who did not formally report it. Of those who formally reported a violation, most (90%) said no one was punished for reporting it. The majority of American workers said they were extremely likely to report future health and safety violations. To be effective at reporting, workers need to know what to do. Workers with access to information on their rights were 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:

- Past experiences with health or safety violations were associated with lower WRAAK among workers.
- Workers who have experience with a violation were also more likely to be covered by a union.
- Respondents who work in priority workplaces were more likely to have experience with a past health or safety violation than those who work elsewhere.
- Workers employed in workplaces with potentially hazardous situations or materials were more likely to have experience with a health or safety violation than those who are not employed in such workplaces.
- Workers at priority job sites (58%) were more likely to have experience with a past violation than those who work elsewhere (25%).

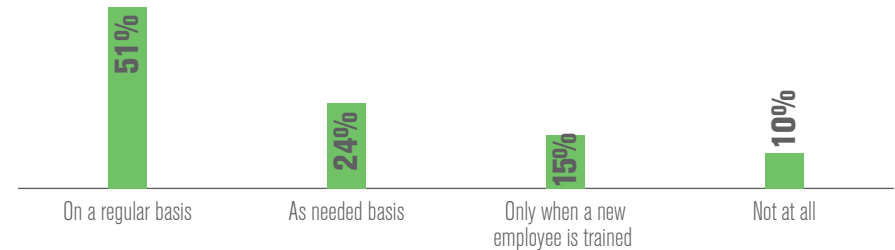
Past Experience With Health and Safety Violations



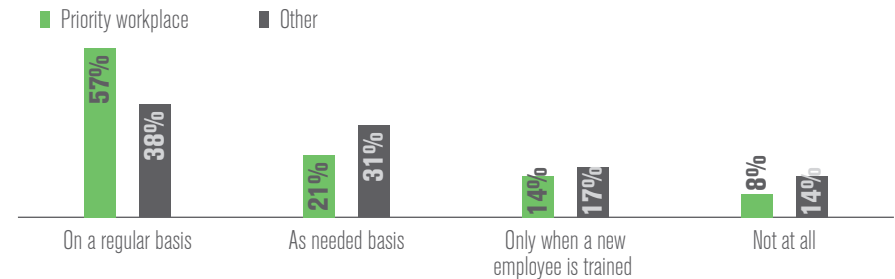
EDUCATION:

- Regular education on OSHA rights and provisions is associated with higher WRAAK.
- Workers in priority workplaces were significantly more likely to be educated than those who work in other areas.

Frequency of OSHA Education



Education in Priority Workplaces

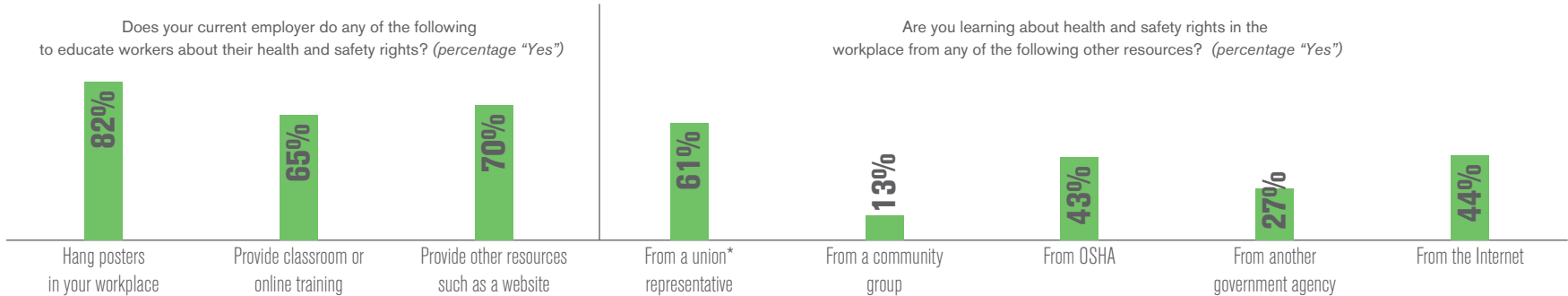


Workers who receive regular education or training were significantly more likely to have reported a health or safety violation than those who receive no education, 78% vs. 65%.

OSHA KEY FINDINGS (CONTINUED)

ACCESS: Working adults who do not have access to OSHA rights information were more likely to have lower WRAAK. Additionally, those with access were more likely to report a future health or safety violation than those who do not have access. Workers who do not have 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.

Access to OSHA Resources

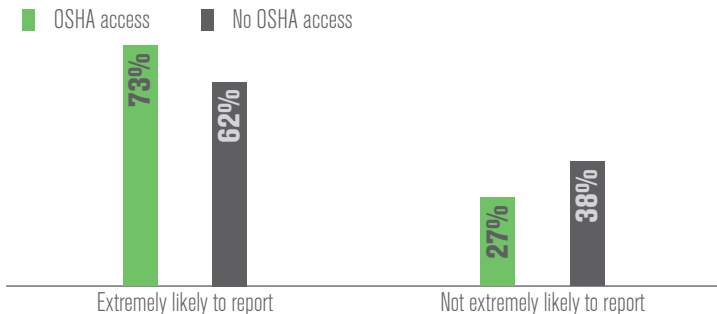


* Union access was asked only of those covered by a union.

PAST REPORTING: Workers who reported a health or safety violation were more likely to have lower WRAAK. Blue collar workers were 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 violation, 90% said no one was punished, disciplined, fined, or fired for the reporting.

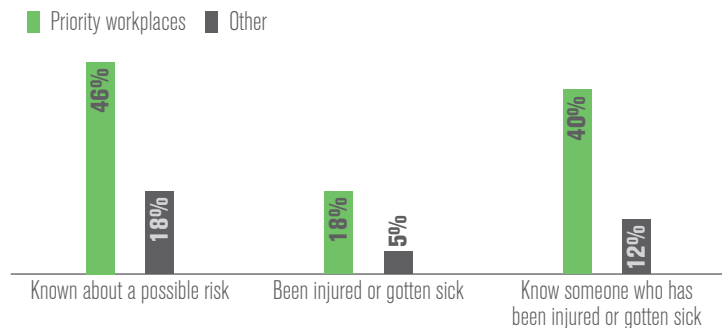
FUTURE REPORTING: Workers who report having access to information on their health or safety rights were significantly more likely to report a future health or safety violation. Respondents do not differ widely in regard to work type, union status, or management status. However, of workers who indicated 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.

OSHA Access and Likelihood to Report



PRIORITY WORKPLACES: WRAAK did not differ in priority workplaces compared with non-priority workplaces. Workers in high priority workplaces are significantly more likely to report receiving education on a regular basis (57% vs. 38% non-priority).

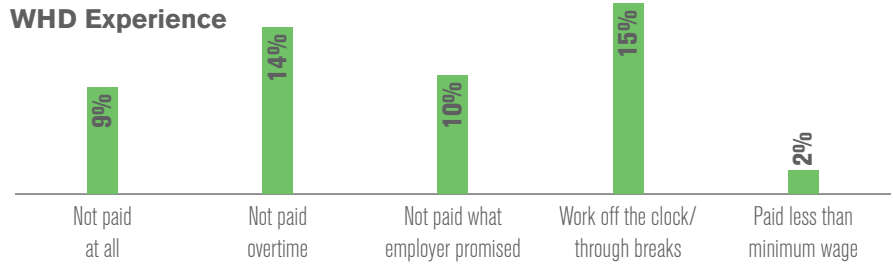
Health and Safety Violations in Priority Workplaces



WHD KEY FINDINGS

EXPERIENCE: Roughly one-quarter (26%) of the working population has experience with a wage and hour violation personally or through someone they knew. There were several negative associations with experience with wage and hour violations: (1) Workers with experience with a violation were less likely to report a future violation; (2) experience with a wage and hour violation was associated with lower WRAAK; (3) salaried employees and non-union members were less likely to have experience with a violation. Hispanic workers were more likely than White and Asian workers to be paid less than minimum wage or not be paid for a day of work.

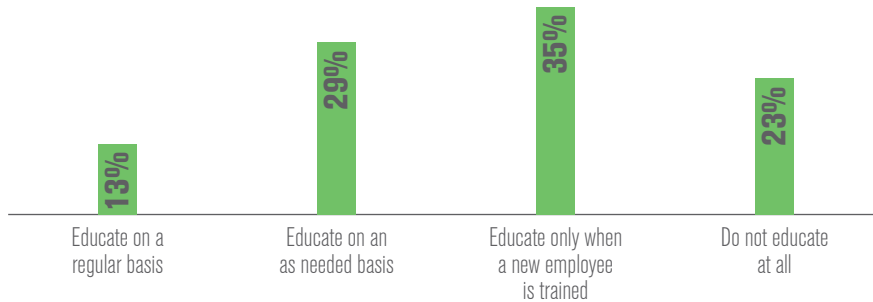
WHD Experience



EDUCATION: Nearly one-quarter of American workers did not receive any education or training on wage and hour protections from their employer.

- Regularly educated employees were less likely to have experience with a violation and were more likely to report a future violation.
- High WRAAK workers were more likely to be educated or trained on a regular basis, while low WRAAK workers were not educated at all.

Employer-Provided Education and Training on Worker Rights



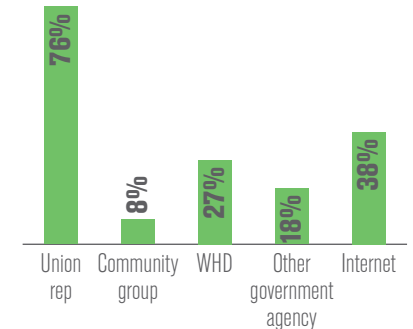
ACCESS:

- Workers without access were more likely to have low WRAAK.
- Union members and those in management positions were more likely to have access. There were no significant differences in access by work type, pay type, income, or tenure.

Employer-Provided Access



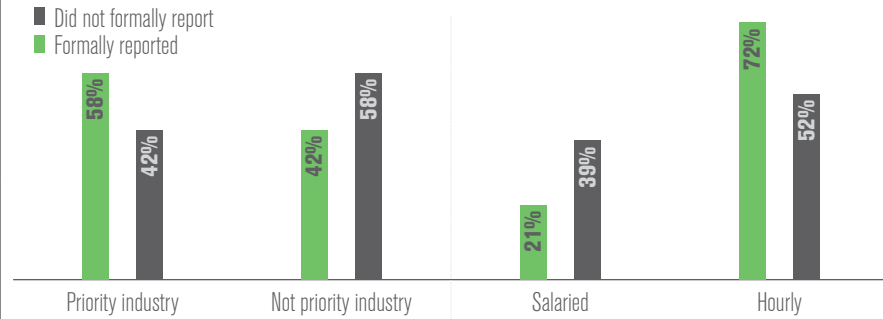
Other Access



*Union access was asked only of those covered by a union

WHD KEY FINDINGS (CONTINUED)

FORMAL REPORTING: Those who formally reported a wage and hour violation were more likely to be blue collar workers 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.



FUTURE REPORTING:

- White workers and workers with some college were more likely to report future violations.
- Hispanic workers and college-educated workers were less likely to report in the future.
- There were no reporting differences by gender or age.
- Hourly workers and employees at private companies were more likely to report future violations.
- There were no significant differences in future likelihood to report by work type, management status, union status, income, or company size.



VULNERABLE POPULATIONS

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

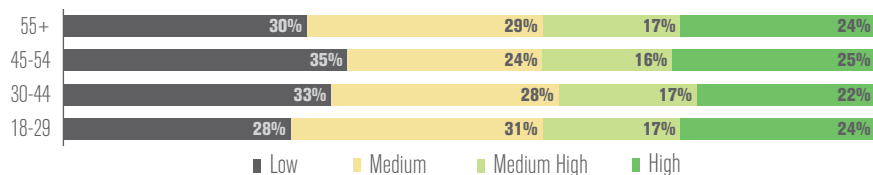
UNION MEMBERSHIP Union workers were more likely to have experience with a workplace violation. Union members were more likely than non-union members to not be paid what an employer promised. Union members were more likely to report not being paid overtime and not being paid for a day of work. Union members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

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

GENDER There were no gender differences in reported WRAAK; however, men and women have different work experiences. Men were more likely than women to experience 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 & TENURE There was an increase in low WRAAK among workers aged 30 to 44 and 45 to 54.

- Young people (18- to 29-year-olds) were more likely to experience a wage and hour violation.
- Women aged 55 and older have less input into 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 more likely to experience a health or safety violation but not a wage and hour violation.

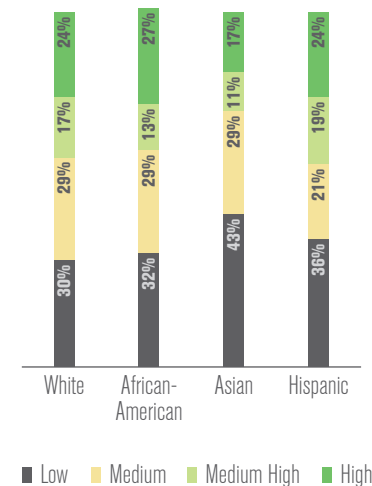


AFRICAN-AMERICANS The majority of differences found among African-American workers were between African-American women and White women. African-American women were:

- more likely than White women to be likely to leave their employer and not recommend their employer to others
- less likely than White women to have input in decision-making and agreeing that their supervisor supports them

HISPANICS The majority of differences found among Hispanic workers were between Hispanic and White populations.

- Overall, Hispanic workers were more likely than White workers to express intention to leave their employer, to have been injured or gotten sick at work, 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 less likely than White women to 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 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 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 more likely than White men not to recommend their employer to others and less likely than White and African-American men to say they will not leave their employer or that they can get information on their rights. They were more likely than White and African-American men to report they know enough about their legal rights to recognize a problem.

SURVEY METHODS

The study population included currently working adults (aged 18 and older) residing in U.S. households in any of the 50 states or District of Columbia. The study included those working full time and part time, omitting those who are self-employed.

Survey Population

- Household-based RDD (Random Digit Dial) telephone survey
- Landline and cell phones were included in the telephone sample
- 5,429 interviews were completed nationwide.
 - » Main RDD study totaled 4,007
 - » Working minority women (Hispanic, 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 (up to five calls to establish human contact and up to another five calls to complete an interview with the randomly selected respondent).

Survey Instrument	Data Analysis
<p>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.</p> <p>Respondents answered the core questions and then were randomly assigned to WHD or OSHA modules by CATI (Computer-Assisted Telephone Interviewing)-based software.</p>	<p>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.</p> <p>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.</p>

STUDY TERM DEFINITIONS

<p>Experience: Those responding YES to ANY of the following:</p> <p>OSHA</p> <ul style="list-style-type: none"> ▪ You have known about a possible health or safety risk in your workplace. ▪ Because of conditions at your workplace, you have been injured or gotten sick. ▪ Because of conditions at your workplace, you know someone else who has been injured or gotten sick. <p>WHD</p> <ul style="list-style-type: none"> ▪ You or someone you know didn't get paid at all for a day or more of work. ▪ You or someone you know didn't get paid for overtime work. ▪ You or someone you know didn't get paid what the employer promised. ▪ You or someone you know were paid less than the minimum wage. ▪ You or someone you know were required to work off the clock or through breaks. 	<p>Knowledge: Correctly answering the following questions about rights:</p> <p>OSHA</p> <ul style="list-style-type: none"> ▪ Are there any laws or regulations that cover what your employer is REQUIRED to do to keep you healthy and safe in your workplace? ▪ Are employers required to provide air conditioning in the summer or heat in the winter? ▪ Are employers required to provide some kind of protection from falling for anyone working up high? ▪ Are employers required to train their workers on the hazards of chemicals they might come into contact with? ▪ If protective glasses or gloves are required to do your job, can your employer require that you provide your own glasses or gloves? <p>WHD</p> <ul style="list-style-type: none"> ▪ Are there any laws that specify how much workers get paid for the hours they work? ▪ What is the current federal minimum wage? ▪ Can employers require hourly workers to work for a small amount of time before or after working hours WITHOUT paying them for that time? ▪ 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? ▪ Can an employer deduct time for lunch breaks AUTOMATICALLY for hourly workers, even if the employee did not take that time off? 										
<p>Access: Those reporting access to ANY of the following:</p> <table style="width: 100%; border: none;"> <tr> <td style="width: 50%;">▪ Posters in the workplace</td> <td style="width: 50%;">▪ From a community group, workers' rights center, or faith-based group</td> </tr> <tr> <td>▪ Employer-provided training</td> <td>▪ From another federal or state government agency</td> </tr> <tr> <td>▪ Employer-provided other resources</td> <td>▪ From the Internet</td> </tr> <tr> <td>▪ From a union representative</td> <td></td> </tr> <tr> <td>▪ From OSHA/WHD</td> <td></td> </tr> </table>	▪ Posters in the workplace	▪ From a community group, workers' rights center, or faith-based group	▪ Employer-provided training	▪ From another federal or state government agency	▪ Employer-provided other resources	▪ From the Internet	▪ From a union representative		▪ From OSHA/WHD		
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▪ From a union representative											
▪ From OSHA/WHD											
<p>Formal Reporting: Workers who reported to ANY of the following:</p> <table style="width: 100%; border: none;"> <tr> <td>Supervisor</td> <td>Union representative</td> <td>State government official</td> <td>Comm. group</td> </tr> <tr> <td>OSHA</td> <td>Employee representative</td> <td>Other federal government official</td> <td></td> </tr> </table>	Supervisor	Union representative	State government official	Comm. group	OSHA	Employee representative	Other federal government official				
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