

Appendix E

Tabulated Survey Results

- A. Full Tabulations, by instrument format**
- B. Full Tabulations, by union membership status**
- C. Tabulations for Non-Supervisory Miners, by union membership status**

[Note: All open-ended responses were removed to protect the identity of the respondent.]

**National Survey of Miner's Voice in the Workplace
Tabulated Results as of March 28, 2013**

A. Full Tabulations, by instrument format

I work in coal mining or I have worked in coal mining in the last 2 years.	All		Electronic		Paper	
	Count	Percent	Count	Percent	Count	Percent
Yes	43	86.0%	22	75.9%	21	100.0%
No	7	14.0%	7	24.1%	0	0.0%
Total	50	100%	29	100.0%	21	100.0%

I am a:	All		Electronic		Paper	
	Count	Percent	Count	Percent	Count	Percent
Miner	30	69.8%	15	68.2%	15	71.4%
Mine Manager	5	11.6%	4	18.2%	1	4.8%
Front Line Supervisor or Foreman	8	18.6%	3	13.6%	5	23.8%
Total	43	100%	22	100.0%	21	100.0%

I work in a union mine.	All		Electronic		Paper	
	Count	Percent	Count	Percent	Count	Percent
Yes	16	42.1%	5	27.8%	11	55.0%
No	21	55.3%	12	66.7%	9	45.0%
No Response	1	2.6%	1	5.6%	0	0.0%
Total	38	100%	18	100.0%	20	100.0%

I belong to a union.	All		Electronic		Paper	
	Count	Percent	Count	Percent	Count	Percent
Yes	16	42.1%	7	38.9%	9	45.0%
No	22	57.9%	11	61.1%	11	55.0%
Total	38	100%	18	100.0%	20	100.0%

I belonged to a union in the past 2 years.	All		Electronic		Paper	
	Count	Percent	Count	Percent	Count	Percent
Yes	7	25.9%	1	5.6%	6	30.0%
No	20	74.1%	10	55.6%	10	50.0%
Not Applicable	11	40.7%	7	38.9%	4	20.0%
Total	27	100%	18	100.0%	20	100.0%

* 22 respondents should have answered this question

	All		Electronic		Paper	
	Count	Percent	Count	Percent	Count	Percent
I trust my mine management to provide a safe and healthful workplace.						
Strongly Agree	12	31.6%	3	16.7%	9	45.0%
Agree	17	44.7%	10	55.6%	7	35.0%
Neutral	5	13.2%	2	11.1%	3	15.0%
Disagree	3	7.9%	3	16.7%	0	0.0%
Strongly Disagree	1	2.6%	0	0.0%	1	5.0%
Total	38	100%	18	100.0%	20	100.0%

	All		Electronic		Paper	
	Count	Percent	Count	Percent	Count	Percent
My mine is a safe mine.						
Strongly Agree	13	34.2%	4	22.2%	9	45.0%
Agree	21	55.3%	12	66.7%	9	45.0%
Neutral	1	2.6%	0	0.0%	1	5.0%
Disagree	1	2.6%	1	5.6%	0	0.0%
Strongly Disagree	1	2.6%	0	0.0%	1	5.0%
No Response	1	2.6%	1	5.6%	0	0.0%
Total	38	100%	18	100.0%	20	100.0%

	All		Electronic		Paper	
	Count	Percent	Count	Percent	Count	Percent
If I point out a safety hazard, my mine management fixes the problem.						
Strongly Agree	11	28.9%	3	16.7%	8	40.0%
Agree	22	57.9%	12	66.7%	10	50.0%
Neutral	4	10.5%	3	16.7%	1	5.0%
Disagree	0	0.0%	0	0.0%	0	0.0%
Strongly Disagree	1	2.6%	0	0.0%	1	5.0%
Total	38	100%	18	100.0%	20	100.0%

	All		Electronic		Paper	
	Count	Percent	Count	Percent	Count	Percent
I can point out a safety hazard without worrying about the consequences.						
Strongly Agree	13	34.2%	5	27.8%	8	40.0%
Agree	18	47.4%	9	50.0%	9	45.0%
Neutral	5	13.2%	3	16.7%	2	10.0%
Disagree	1	2.6%	1	5.6%	0	0.0%
Strongly Disagree	1	2.6%	0	0.0%	1	5.0%
Total	38	100%	18	100.0%	20	100.0%

If I could, I would leave my job to work at a different mine.	All		Electronic		Paper	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	1	2.6%	1	5.6%	0	0.0%
Agree	4	10.5%	4	22.2%	0	0.0%
Neutral	7	18.4%	1	5.6%	6	30.0%
Disagree	16	42.1%	9	50.0%	7	35.0%
Strongly Disagree	10	26.3%	3	16.7%	7	35.0%
Total	38	100%	18	100.0%	20	100.0%

I can tell my mine management about a safety concern by using our:	All		Electronic		Paper	
	Count	Percent	Count	Percent	Count	Percent
Suggestion system	17	44.7%	10	55.6%	7	35.0%
Regular meetings with supervisors	26	68.4%	12	66.7%	14	70.0%
Hotline	7	18.4%	0	0.0%	0	0.0%
None of the above	0	0.0%	0	0.0%	0	0.0%
Other	8	21.1%	4	22.2%	4	20.0%

* out of 38 responses

My mine management gives me information about my mine safety rights by:	All		Electronic		Paper	
	Count	Percent	Count	Percent	Count	Percent
Posting information on a bulletin board	26	68.4%	12	66.7%	14	70.0%
Providing or paying for safety training	21	55.3%	11	61.1%	10	50.0%
Holding regular meetings to discuss safety issues	25	65.8%	13	72.2%	12	60.0%
None of the above	3	7.9%	1	5.6%	2	10.0%
Other	1	2.6%	0	0.0%	1	5.0%

Other Description

* out of 38 responses

We have safety meeting every day

	All		Electronic		Paper	
	Count	Percent	Count	Percent	Count	Percent
I know where to get information about my mine safety rights.						
Strongly Agree	15	39.5%	7	38.9%	8	40.0%
Agree	13	34.2%	5	27.8%	8	40.0%
Neutral	6	15.8%	4	22.2%	2	10.0%
Disagree	3	7.9%	2	11.1%	1	5.0%
Strongly Disagree	1	2.6%	0	0.0%	1	5.0%
Total	38	100%	18	100.0%	20	100.0%

	All		Electronic		Paper	
	Count	Percent	Count	Percent	Count	Percent
I know enough about the Mine Act to recognize a violation when it happens.						
Strongly Agree	15	39.5%	8	44.4%	7	35.0%
Agree	13	34.2%	5	27.8%	8	40.0%
Neutral	8	21.1%	4	22.2%	4	20.0%
Disagree	1	2.6%	1	5.6%	0	0.0%
Strongly Disagree	1	2.6%	0	0.0%	1	5.0%
Total	38	100%	18	100.0%	20	100.0%

	All		Electronic		Paper	
	Count	Percent	Count	Percent	Count	Percent
If I wanted to learn more about my mine safety rights, I would: Ask a coworker.						
Strongly Agree	3	7.9%	0	0.0%	3	15.0%
Agree	17	44.7%	9	50.0%	8	40.0%
Neutral	9	23.7%	3	16.7%	6	30.0%
Disagree	5	13.2%	3	16.7%	2	10.0%
Strongly Disagree	1	2.6%	0	0.0%	1	5.0%
No Response	3	7.9%	3	16.7%	0	0.0%
Total	38	100%	18	100.0%	20	100.0%

	All		Electronic		Paper	
	Count	Percent	Count	Percent	Count	Percent
If I wanted to learn more about my mine safety rights, I would: Ask my supervisor.						
Strongly Agree	5	13.2%	1	5.6%	4	20.0%
Agree	15	39.5%	7	38.9%	8	40.0%
Neutral	9	23.7%	3	16.7%	6	30.0%
Disagree	5	13.2%	5	27.8%	0	0.0%
Strongly Disagree	1	2.6%	0	0.0%	1	5.0%
No Response	3	7.9%	2	11.1%	1	5.0%
Total	38	100%	18	100.0%	20	100.0%

If I wanted to learn more about my mine safety rights, I would: Ask someone in mine management.	All		Electronic		Paper	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	6	15.8%	3	16.7%	3	15.0%
Agree	17	44.7%	5	27.8%	12	60.0%
Neutral	7	18.4%	4	22.2%	3	15.0%
Disagree	5	13.2%	5	27.8%	0	0.0%
Strongly Disagree	1	2.6%	0	0.0%	1	5.0%
No Response	2	5.3%	1	5.6%	1	5.0%
Total	38	100%	18	100.0%	20	100.0%

If I wanted to learn more about my mine safety rights, I would: Ask the safety committee.	All		Electronic		Paper	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	12	31.6%	5	27.8%	7	35.0%
Agree	10	26.3%	4	22.2%	6	30.0%
Neutral	7	18.4%	3	16.7%	4	20.0%
Disagree	3	7.9%	3	16.7%	0	0.0%
Strongly Disagree	4	10.5%	2	11.1%	2	10.0%
No Response	2	5.3%	1	5.6%	1	5.0%
Total	38	100%	18	100.0%	20	100.0%

If I wanted to learn more about my mine safety rights, I would: Ask someone at the mine office.	All		Electronic		Paper	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	3	7.9%	1	5.6%	2	10.0%
Agree	11	28.9%	4	22.2%	7	35.0%
Neutral	14	36.8%	6	33.3%	8	40.0%
Disagree	5	13.2%	4	22.2%	1	5.0%
Strongly Disagree	2	5.3%	1	5.6%	1	5.0%
No Response	3	7.9%	2	11.1%	1	5.0%
Total	38	100%	18	100.0%	20	100.0%

If I wanted to learn more about my mine safety rights, I would: Ask a miners' representative.	All		Electronic		Paper	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	8	21.1%	4	22.2%	4	20.0%
Agree	12	31.6%	3	16.7%	9	45.0%
Neutral	6	15.8%	4	22.2%	2	10.0%
Disagree	5	13.2%	4	22.2%	1	5.0%
Strongly Disagree	4	10.5%	1	5.6%	3	15.0%
No Response	3	7.9%	2	11.1%	1	5.0%
Total	38	100%	18	100.0%	20	100.0%

If I wanted to learn more about my mine safety rights, I would: Ask a union representative.	All		Electronic		Paper	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	7	18.4%	3	16.7%	4	20.0%
Agree	8	21.1%	3	16.7%	5	25.0%
Neutral	11	28.9%	3	16.7%	8	40.0%
Disagree	2	5.3%	2	11.1%	0	0.0%
Strongly Disagree	6	15.8%	4	22.2%	2	10.0%
No Response	4	10.5%	3	16.7%	1	5.0%
Total	38	100%	18	100.0%	20	100.0%

If I wanted to learn more about my mine safety rights, I would: Talk to a state or federal mine inspector.	All		Electronic		Paper	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	19	50.0%	7	38.9%	12	60.0%
Agree	13	34.2%	9	50.0%	4	20.0%
Neutral	1	2.6%	0	0.0%	1	5.0%
Disagree	2	5.3%	1	5.6%	1	5.0%
Strongly Disagree	2	5.3%	1	5.6%	1	5.0%
No Response	1	2.6%	0	0.0%	1	5.0%
Total	38	100%	18	100.0%	20	100.0%

If I wanted to learn more about my mine safety rights, I would: Read a brochure or poster at my mine.	All		Electronic		Paper	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	7	18.4%	3	16.7%	4	20.0%
Agree	17	44.7%	8	44.4%	9	45.0%
Neutral	8	21.1%	3	16.7%	5	25.0%
Disagree	2	5.3%	2	11.1%	0	0.0%
Strongly Disagree	1	2.6%	0	0.0%	1	5.0%
No Response	3	7.9%	2	11.1%	1	5.0%
Total	38	100%	18	100.0%	20	100.0%

If I wanted to learn more about my mine safety rights, I would: Visit the MSHA website. (www.msha.gov)	All		Electronic		Paper	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	18	47.4%	8	44.4%	10	50.0%
Agree	14	36.8%	9	50.0%	5	25.0%
Neutral	4	10.5%	1	5.6%	3	15.0%
Disagree	0	0.0%	0	0.0%	0	0.0%
Strongly Disagree	1	2.6%	0	0.0%	1	5.0%
No Response	1	2.6%	0	0.0%	1	5.0%
Total	38	100%	18	100.0%	20	100.0%

A Guide to Miners' Rights and Responsibilities under the Federal Mine Safety and Health Act of 1977 (Brochure)

Have you seen it?	All		Electronic		Paper	
	Count	Percent	Count	Percent	Count	Percent
Yes	16	42.1%	7	38.9%	9	45.0%
No	22	57.9%	11	61.1%	11	55.0%
Total	38	100%	18	100.0%	20	100.0%
Have you read it?	Count	Percent	Count	Percent	Count	Percent
Yes	14	66.7%	7	100.0%	7	77.8%
No	7	33.3%	0	0.0%	1	11.1%
Total	21	100%	0	0.0%	1	11.1%

* 16 respondents should have answered this question

Would you recommend it?	Count	Percent	Count	Percent	Count	Percent
Yes	19	100.0%	7	100.0%	7	100.0%
No	0	0.0%	0	0.0%	0	0.0%
Total	19	100%	7	100.0%	7	100.0%

*14 or fewer respondents should have answered this question

Miners' Rights (Trifold Pamphlet)

	All		Newspaper		Training	
Have you seen it?	Count	Percent	Count	Percent	Count	Percent
Yes	18	47.4%	6	33.3%	12	60.0%
No	20	52.6%	12	66.7%	8	40.0%
Total	38	100%	18	100.0%	20	100.0%
Have you read it?	Count	Percent	Count	Percent	Count	Percent
Yes	14	66.7%	6	100.0%	8	66.7%
No	7	33.3%	0	0.0%	3	25.0%
Total	21	100%	0	0.0%	1	8.3%

* 18 respondents should have answered this question

Would you recommend it?	Count	Percent	Count	Percent	Count	Percent
Yes	17	89.5%	6	100.0%	7	87.5%
No	2	10.5%	0	0.0%	1	12.5%
Total	19	100%	6	100.0%	8	100.0%

* 14 or fewer respondents should have answered this question

Miners' Rights (Small Card)

	All		Electronic		Paper	
Have you seen it?	Count	Percent	Count	Percent	Count	Percent
Yes	17	44.7%	6	33.3%	11	55.0%
No	20	52.6%	12	66.7%	8	40.0%
No Response	1	2.6%	0	0.0%	1	5.0%
Total	38	100%	18	100.0%	20	100.0%
Have you read it?	Count	Percent	Count	Percent	Count	Percent
Yes	15	78.9%	6	100.0%	9	81.8%
No	4	21.1%	0	0.0%	1	9.1%
Total	19	100%	0	0.0%	1	9.1%

* 17 respondents should have answered this question

Would you recommend it?	Count	Percent	Count	Percent	Count	Percent
Yes	16	88.9%	6	100.0%	8	88.9%
No	2	11.1%	0	0.0%	1	11.1%
Total	18	100%	6	100.0%	9	100.0%

* 15 or fewer respondents should have answered this question

“One Call Does it All” (Telephone hotline)

	All		Electronic		Paper	
	Count	Percent	Count	Percent	Count	Percent
Have you heard of it?						
Yes	30	78.9%	15	83.3%	15	75.0%
No	8	21.1%	3	16.7%	5	25.0%
Total	38	100%	18	100.0%	20	100.0%
Have you called it?						
Yes	6	20.0%	2	13.3%	4	26.7%
No	24	80.0%	13	86.7%	10	66.7%
Total	30	100%	0	0.0%	1	6.7%
Would you recommend it?						
Yes	10	76.9%	2	100.0%	3	75.0%
No	3	23.1%	0	0.0%	1	25.0%
Total	13	100%	2	100.0%	4	100.0%

* 6 respondents should have answered this question

MSHA.gov (Website)

	All		Electronic		Paper	
	Count	Percent	Count	Percent	Count	Percent
Have you heard of it?						
Yes	33	86.8%	16	88.9%	17	85.0%
No	5	13.2%	2	11.1%	3	15.0%
Total	38	100%	18	100.0%	20	100.0%
Have you visited it?						
Yes	24	72.7%	13	81.3%	11	64.7%
No	9	27.3%	3	18.8%	5	29.4%
Total	33	100%	0	0.0%	1	5.9%
Would you recommend it?						
Yes	26	92.9%	13	100.0%	11	100.0%
No	2	7.1%	0	0.0%	0	0.0%
Total	28	100%	13	100.0%	11	100.0%

* 24 respondents should have answered this question

Miners Rights (Poster)

	All		Electronic		Paper	
	Count	Percent	Count	Percent	Count	Percent
Have you seen it?						
Yes	17	44.7%	7	38.9%	10	50.0%
No	21	55.3%	11	61.1%	10	50.0%
Total	38	100%	18	100.0%	20	100.0%
Have you read it?						
Yes	12	57.1%	5	71.4%	7	70.0%
No	9	42.9%	2	28.6%	2	20.0%
Total	21	100%	0	0.0%	1	10.0%

* 17 respondents should have answered this question

	Count	Percent	Count	Percent	Count	Percent
Would you recommend it?						
Yes	17	94.4%	5	100.0%	7	100.0%
No	1	5.6%	0	0.0%	0	0.0%
Total	18	100%	5	100.0%	7	100.0%

* 12 or fewer respondents should have answered this question

	All		Electronic		Paper	
	Count	Percent	Count	Percent	Count	Percent
Before taking this survey, I was fully aware that I have the legal right to: Make a complaint about a possible danger or safety violation to my mine management.						
Yes, I was aware	38	100.0%	18	100.0%	20	100.0%
No, I was not aware	0	0.0%	0	0.0%	0	0.0%
Total	38	100%	18	100.0%	20	100.0%

	All		Electronic		Paper	
	Count	Percent	Count	Percent	Count	Percent
Before taking this survey, I was fully aware that I have the legal right to: Tell MSHA or a state agency about a possible safety hazard.						
Yes, I was aware	37	97.4%	17	94.4%	20	100.0%
No, I was not aware	1	2.6%	1	5.6%	0	0.0%
Total	38	100%	18	100.0%	20	100.0%

	All		Electronic		Paper	
	Count	Percent	Count	Percent	Count	Percent
Before taking this survey, I was fully aware that I have the legal right to: Choose a representative to participate in all aspects of a mine inspection.						
Yes, I was aware	26	68.4%	10	55.6%	16	80.0%
No, I was not aware	12	31.6%	8	44.4%	4	20.0%
Total	38	100%	18	100.0%	20	100.0%

Before taking this survey, I was fully aware that I have the legal right to: Get an X-ray for signs of Black Lung, paid for by my employer.	All		Electronic		Paper	
	Count	Percent	Count	Percent	Count	Percent
Yes, I was aware	28	73.7%	13	72.2%	15	75.0%
No, I was not aware	10	26.3%	5	27.8%	5	25.0%
Total	38	100%	18	100.0%	20	100.0%

Before taking this survey, I was fully aware that I have the legal right to: Ask to transfer to a less dusty job if I am diagnosed with Black Lung.	All		Electronic		Paper	
	Count	Percent	Count	Percent	Count	Percent
Yes, I was aware	26	68.4%	10	55.6%	16	80.0%
No, I was not aware	12	31.6%	8	44.4%	4	20.0%
Total	38	100%	18	100.0%	20	100.0%

Before taking this survey, I was fully aware that I have the legal right to: Refuse to operate equipment I am not trained to use, and tell my supervisor.	All		Electronic		Paper	
	Count	Percent	Count	Percent	Count	Percent
Yes, I was aware	36	94.7%	17	94.4%	19	95.0%
No, I was not aware	2	5.3%	1	5.6%	1	5.0%
Total	38	100%	18	100.0%	20	100.0%

Before taking this survey, I was fully aware that I have the legal right to: Refuse to work in conditions I believe to be unsafe.	All		Electronic		Paper	
	Count	Percent	Count	Percent	Count	Percent
Yes, I was aware	37	97.4%	18	100.0%	19	95.0%
No, I was not aware	0	0.0%	0	0.0%	0	0.0%
No Response	1	2.6%	0	0.0%	1	5.0%
Total	38	100%	18	100.0%	20	100.0%

Before taking this survey, I was fully aware that I have the legal right to: Complain to MSHA if I have been retaliated against for exercising my rights under the Mine Act.	All		Electronic		Paper	
	Count	Percent	Count	Percent	Count	Percent
Yes, I was aware	31	81.6%	13	72.2%	18	90.0%
No, I was not aware	7	18.4%	5	27.8%	2	10.0%
Total	38	100%	18	100.0%	20	100.0%

At my mine, I would feel comfortable: Making a complaint about a possible danger or safety violation “to my mine management.	All		Electronic		Paper	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	14	36.8%	6	33.3%	8	40.0%
Agree	17	44.7%	7	38.9%	10	50.0%
Neutral	4	10.5%	3	16.7%	1	5.0%
Disagree	2	5.3%	2	11.1%	0	0.0%
Strongly Disagree	1	2.6%	0	0.0%	1	5.0%
Total	38	100%	18	100.0%	20	100.0%

At my mine, I would feel comfortable: Telling MSHA or a state agency about a possible safety hazard.	All		Electronic		Paper	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	13	34.2%	4	22.2%	9	45.0%
Agree	12	31.6%	7	38.9%	5	25.0%
Neutral	5	13.2%	1	5.6%	4	20.0%
Disagree	7	18.4%	5	27.8%	2	10.0%
Strongly Disagree	0	0.0%	0	0.0%	0	0.0%
No Response	1	2.6%	1	5.6%	0	0.0%
Total	38	100%	18	100.0%	20	100.0%

At my mine, I would feel comfortable: Choosing a representative to participate in all aspects of a mine inspection.	All		Electronic		Paper	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	14	36.8%	3	16.7%	11	55.0%
Agree	7	18.4%	5	27.8%	2	10.0%
Neutral	10	26.3%	5	27.8%	5	25.0%
Disagree	7	18.4%	5	27.8%	2	10.0%
Strongly Disagree	0	0.0%	0	0.0%	0	0.0%
Total	38	100%	18	100.0%	20	100.0%

At my mine, I would feel comfortable: Getting an X-ray for signs of Black Lung, paid for by my employer.	All		Electronic		Paper	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	22	57.9%	6	33.3%	16	80.0%
Agree	5	13.2%	4	22.2%	1	5.0%
Neutral	9	23.7%	6	33.3%	3	15.0%
Disagree	2	5.3%	2	11.1%	0	0.0%
Strongly Disagree	0	0.0%	0	0.0%	0	0.0%
Total	38	100%	18	100.0%	20	100.0%

At my mine, I would feel comfortable: Asking for a transfer to a less dusty job if I am diagnosed with Black Lung.	All		Electronic		Paper	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	17	44.7%	3	16.7%	14	70.0%
Agree	7	18.4%	5	27.8%	2	10.0%
Neutral	11	28.9%	8	44.4%	3	15.0%
Disagree	2	5.3%	1	5.6%	1	5.0%
Strongly Disagree	0	0.0%	0	0.0%	0	0.0%
No Response	1	2.6%	1	5.6%	0	0.0%
Total	38	100%	18	100.0%	20	100.0%

At my mine, I would feel comfortable: Refusing to operate equipment I am not trained to use, and telling my supervisor.	All		Electronic		Paper	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	19	50.0%	5	27.8%	14	70.0%
Agree	15	39.5%	10	55.6%	5	25.0%
Neutral	3	7.9%	3	16.7%	0	0.0%
Disagree	0	0.0%	0	0.0%	0	0.0%
Strongly Disagree	1	2.6%	0	0.0%	1	5.0%
Total	38	100%	18	100.0%	20	100.0%

At my mine, I would feel comfortable: Refusing to work in conditions I believe to be unsafe or unhealthy.	All		Electronic		Paper	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	20	52.6%	5	27.8%	15	75.0%
Agree	11	28.9%	8	44.4%	3	15.0%
Neutral	4	10.5%	3	16.7%	1	5.0%
Disagree	2	5.3%	2	11.1%	0	0.0%
Strongly Disagree	1	2.6%	0	0.0%	1	5.0%
Total	38	100%	18	100.0%	20	100.0%

At my mine, I would feel comfortable: Complaining to MSHA if I have been retaliated against for exercising my rights under the Mine Act.	All		Electronic		Paper	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	20	52.6%	6	33.3%	14	70.0%
Agree	6	15.8%	5	27.8%	1	5.0%
Neutral	9	23.7%	5	27.8%	4	20.0%
Disagree	2	5.3%	1	5.6%	1	5.0%
Strongly Disagree	1	2.6%	1	5.6%	0	0.0%
Total	38	100%	18	100.0%	20	100.0%

If I saw a safety hazard, I would: Fix it myself.	All		Electronic		Paper	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	14	36.8%	2	11.1%	12	60.0%
Agree	12	31.6%	5	27.8%	7	35.0%
Neutral	2	5.3%	1	5.6%	1	5.0%
Disagree	1	2.6%	1	5.6%	0	0.0%
Strongly Disagree	1	2.6%	1	5.6%	0	0.0%
No Response	8	21.1%	8	44.4%	0	0.0%
Total	38	100%	18	100.0%	20	100.0%

If I saw a safety hazard, I would: Tell someone outside the mine.	All		Electronic		Paper	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	7	18.4%	2	11.1%	5	25.0%
Agree	14	36.8%	6	33.3%	8	40.0%
Neutral	7	18.4%	2	11.1%	5	25.0%
Disagree	5	13.2%	5	27.8%	0	0.0%
Strongly Disagree	4	10.5%	2	11.1%	2	10.0%
No Response	1	2.6%	1	5.6%	0	0.0%
Total	38	100%	18	100.0%	20	100.0%

If I saw a safety hazard, I would: Tell a coworker.	All		Electronic		Paper	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	12	31.6%	5	27.8%	7	35.0%
Agree	21	55.3%	11	61.1%	10	50.0%
Neutral	4	10.5%	1	5.6%	3	15.0%
Disagree	1	2.6%	1	5.6%	0	0.0%
Strongly Disagree	0	0.0%	0	0.0%	0	0.0%
Total	38	100%	18	100.0%	20	100.0%

If I saw a safety hazard, I would: Tell a union representative.	All		Electronic		Paper	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	8	21.1%	3	16.7%	5	25.0%
Agree	8	21.1%	4	22.2%	4	20.0%
Neutral	10	26.3%	3	16.7%	7	35.0%
Disagree	6	15.8%	4	22.2%	2	10.0%
Strongly Disagree	4	10.5%	2	11.1%	2	10.0%
No Response	2	5.3%	2	11.1%	0	0.0%
Total	38	100%	18	100.0%	20	100.0%

If I saw a safety hazard, I would: Tell a miner's representative.	All		Electronic		Paper	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	10	26.3%	4	22.2%	6	30.0%
Agree	11	28.9%	4	22.2%	7	35.0%
Neutral	9	23.7%	5	27.8%	4	20.0%
Disagree	6	15.8%	3	16.7%	3	15.0%
Strongly Disagree	1	2.6%	1	5.6%	0	0.0%
No Response	1	2.6%	1	5.6%	0	0.0%
Total	38	100%	18	100.0%	20	100.0%

If I saw a safety hazard, I would: Tell my supervisor.	All		Electronic		Paper	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	23	60.5%	8	44.4%	15	75.0%
Agree	13	34.2%	9	50.0%	4	20.0%
Neutral	2	5.3%	1	5.6%	1	5.0%
Disagree	0	0.0%	0	0.0%	0	0.0%
Strongly Disagree	0	0.0%	0	0.0%	0	0.0%
Total	38	100%	18	100.0%	20	100.0%

If I saw a safety hazard, I would: Tell my mine management.	All		Electronic		Paper	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	17	44.7%	6	33.3%	11	55.0%
Agree	14	36.8%	7	38.9%	7	35.0%
Neutral	4	10.5%	2	11.1%	2	10.0%
Disagree	2	5.3%	2	11.1%	0	0.0%
Strongly Disagree	0	0.0%	0	0.0%	0	0.0%
No Response	1	2.6%	1	5.6%	0	0.0%
Total	38	100%	18	100.0%	20	100.0%

If I saw a safety hazard, I would: Tell the mine inspector next time they come to the mine.	All		Electronic		Paper	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	11	28.9%	4	22.2%	7	35.0%
Agree	7	18.4%	5	27.8%	2	10.0%
Neutral	11	28.9%	6	33.3%	5	25.0%
Disagree	4	10.5%	1	5.6%	3	15.0%
Strongly Disagree	5	13.2%	2	11.1%	3	15.0%
Total	38	100.0%	18	100.0%	20	100.0%

If I saw a safety hazard, I would: Call MSHA's hotline.	All		Electronic		Paper	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	5	13.2%	1	5.6%	4	20.0%
Agree	6	15.8%	4	22.2%	2	10.0%
Neutral	15	39.5%	8	44.4%	7	35.0%
Disagree	7	18.4%	3	16.7%	4	20.0%
Strongly Disagree	4	10.5%	1	5.6%	3	15.0%
No Response	1	2.6%	1	5.6%	0	0.0%
Total	38	100%	18	100.0%	20	100.0%

If I saw a safety hazard, I would: Call MSHA's field or district office.	All		Electronic		Paper	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	6	15.8%	1	5.6%	5	25.0%
Agree	4	10.5%	3	16.7%	1	5.0%
Neutral	16	42.1%	9	50.0%	7	35.0%
Disagree	5	13.2%	3	16.7%	2	10.0%
Strongly Disagree	6	15.8%	1	5.6%	5	25.0%
No Response	1	2.6%	1	5.6%	0	0.0%
Total	38	100.0%	18	100.0%	20	100.0%

If I saw a safety hazard, I would: Tell a state agency.	All		Electronic		Paper	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	7	18.4%	3	16.7%	4	20.0%
Agree	5	13.2%	3	16.7%	2	10.0%
Neutral	14	36.8%	8	44.4%	6	30.0%
Disagree	6	15.8%	3	16.7%	3	15.0%
Strongly Disagree	6	15.8%	1	5.6%	5	25.0%
Total	38	100.0%	18	100.0%	20	100.0%

If I saw a safety hazard, I would: Not say anything.	All		Electronic		Paper	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	2	5.3%	0	0.0%	2	10.0%
Agree	1	2.6%	1	5.6%	0	0.0%
Neutral	2	5.3%	0	0.0%	2	10.0%
Disagree	9	23.7%	6	33.3%	3	15.0%
Strongly Disagree	22	57.9%	9	50.0%	13	65.0%
No Response	2	5.3%	2	11.1%	0	0.0%
Total	38	100%	18	100.0%	20	100.0%

The last time I saw a safety hazard, I told someone at my mine or a Federal or state agency:	All		Electronic		Paper	
	Count	Percent	Count	Percent	Count	Percent
Yes	32	84.2%	14	77.8%	18	90.0%
No	6	15.8%	4	22.2%	2	10.0%
Total	38	100%	18	100.0%	20	100.0%

I did not tell anyone about the safety hazard because:	All		Electronic		Paper	
	Count	Percent	Count	Percent	Count	Percent
Someone else told before I had the chance	1	16.7%	1	25.0%	0	0.0%
The hazard was fixed before I could tell anyone	6	100.0%	4	100.0%	2	100.0%
The hazard was going to be fixed whether I told someone or not	2	33.3%	1	25.0%	0	0.0%
I didn't know who to tell	0	0.0%	0	0.0%	0	0.0%
I didn't know how to tell someone	0	0.0%	0	0.0%	0	0.0%
I was concerned about being treated differently by my Mine management	2	33.3%	1	25.0%	1	50.0%
I was concerned about being treated differently by my Supervisor	1	16.7%	1	25.0%	0	0.0%
I was concerned about being treated differently by my Coworkers	1	16.7%	1	25.0%	0	0.0%
I was concerned that it might close the production area and cost time off the job	1	16.7%	0	0.0%	1	50.0%
Other	2	33.3%	0	0.0%	1	50.0%

* out of 6 responses

* out of 4

* out of 2

I told:	All		Electronic		Paper	
	Count	Percent	Count	Percent	Count	Percent
Someone outside the mine	6	18.8%	2	14.3%	4	22.2%
A coworker	19	59.4%	8	57.1%	11	61.1%
My supervisor	30	93.8%	13	92.9%	17	94.4%
Some other supervisor or person in a position of authority	11	34.4%	5	35.7%	6	33.3%
A union representative	7	21.9%	3	21.4%	4	22.2%
A miner's representative	6	18.8%	3	21.4%	3	16.7%
A mine inspector	6	18.8%	3	21.4%	3	16.7%
MSHA field or district office	2	6.3%	1	7.1%	1	5.6%
MSHA hotline	1	3.1%	0	0.0%	1	5.6%
State government agency	3	9.4%	1	7.1%	2	11.1%
Other	3	9.4%	3	21.4%	0	0.0%

* out of 32 responses

* out of 14

* out of 18

After I reported the hazard:	All		Electronic		Paper	
	Count	Percent	Count	Percent	Count	Percent
I'm not sure what happened	1	3.1%	1	7.1%	0	0.0%
The hazard was fixed	28	87.5%	12	85.7%	16	88.9%
The hazard was not fixed	1	3.1%	0	0.0%	1	5.6%
Someone was injured	0	0.0%	0	0.0%	0	0.0%
That section of the mine was closed for a while	1	3.1%	1	7.1%	0	0.0%
The mine operator got a citation for a safety violation	3	9.4%	2	14.3%	1	5.6%
Other	1	3.1%	0	0.0%	1	5.6%

* out of 32 responses

* out of 14

* out of 18

After I reported the hazard, I felt some negative reaction from my coworkers:	All		Electronic		Paper	
	Count	Percent	Count	Percent	Count	Percent
Yes	2	6.1%	1	7.1%	1	5.6%
No	31	93.9%	13	92.9%	17	94.4%
Total	33	100%	14	100.0%	18	100.0%

* 32 respondents should have answered this question

The negative reaction from my coworkers included:	All		Electronic		Paper	
	Count	Percent	Count	Percent	Count	Percent
Silent treatment	1	50.0%	1	100.0%	0	0.0%
Left out of social get-togethers outside of work	0	0.0%	0	0.0%	0	0.0%
Lost friendships	1	50.0%	1	100.0%	0	0.0%
Criticism or teasing	2	100.0%	1	100.0%	1	100.0%
Mild threats	2	100.0%	1	100.0%	1	100.0%
Other	1	50.0%	0	0.0%	0	0.0%

* out of 2 responses

After I reported the hazard, I felt some negative reaction from management.	All		Electronic		Paper	
	Count	Percent	Count	Percent	Count	Percent
Yes	5	15.2%	2	14.3%	3	16.7%
No	28	84.8%	12	85.7%	15	83.3%
Total	33	100%	14	100.0%	18	100.0%

* 32 respondents should have answered this question

The negative reaction from my management included:	All		Electronic		Paper	
	Count	Percent	Count	Percent	Count	Percent
Lost my job	0	0.0%	0	0.0%	0	0.0%
Lost work hours	1	20.0%	0	0.0%	1	33.3%
Lost perks (such as time off for personal matters, use of company vehicle, etc.)	1	20.0%	1	50.0%	0	0.0%
Transfer to a worse job	2	40.0%	0	0.0%	2	66.7%
Reassignment to another shift, or rotated between shifts	0	0.0%	0	0.0%	0	0.0%
Lost pay, or had pay cut due to work reassignment	0	0.0%	0	0.0%	0	0.0%
Lower raise or lower bonus than expected	0	0.0%	0	0.0%	0	0.0%
More frequent on-the-job discipline or criticism	3	60.0%	2	100.0%	1	33.3%
Unexpected drug/alcohol test	0	0.0%	0	0.0%	0	0.0%
Other	1	20.0%	0	0.0%	1	33.3%

* out of 5 responses

I trust MSHA to: Stand up for my rights as a miner	All		Electronic		Paper	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	16	42.1%	3	16.7%	13	65.0%
Agree	9	23.7%	6	33.3%	3	15.0%
Neutral	6	15.8%	4	22.2%	2	10.0%
Disagree	1	2.6%	0	0.0%	1	5.0%
Strongly Disagree	3	7.9%	2	11.1%	1	5.0%
No Response	3	7.9%	3	16.7%	0	0.0%
Total	38	100%	18	100.0%	20	100.0%

I trust MSHA to: Keep what I tell them confidential (not tell my employer)	All		Electronic		Paper	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	14	36.8%	4	22.2%	10	50.0%
Agree	10	26.3%	6	33.3%	4	20.0%
Neutral	2	5.3%	2	11.1%	0	0.0%
Disagree	6	15.8%	4	22.2%	2	10.0%
Strongly Disagree	4	10.5%	1	5.6%	3	15.0%
No Response	2	5.3%	1	5.6%	1	5.0%
Total	38	100%	18	100.0%	20	100.0%

In the past two years, I had at least one mining-related injury or illness that needed medical attention beyond first aid.	All		Electronic		Paper	
	Count	Percent	Count	Percent	Count	Percent
Yes	8	21.1%	3	16.7%	5	25.0%
No	28	73.7%	15	83.3%	13	65.0%
No Response	2	5.3%	0	0.0%	2	10.0%
Total	38	100%	18	100.0%	20	100.0%

I told my mine management about the last injury or illness I had that needed medical attention.	All		Electronic		Paper	
	Count	Percent	Count	Percent	Count	Percent
Yes	7	58.3%	2	66.7%	5	100.0%
No	5	41.7%	1	33.3%	0	0.0%
Total	12	100%	3	100.0%	5	100.0%

* 8 respondents should have answered this question

I did not report the injury or illness because I did not want to:	All		Electronic		Paper	
	Count	Percent	Count	Percent	Count	Percent
Lose a bonus or prize for myself	0	0.0%	0	0.0%	0	0.0%
Lose a bonus or prize for coworkers	0	0.0%	0	0.0%	0	0.0%
Face discipline or criticism	1	20.0%	1	100.0%	0	0.0%
Face a drug/alcohol test	0	0.0%	0	0.0%	0	0.0%
Break the mine's record for low numbers of reportable or lost-time accidents	0	0.0%	0	0.0%	0	0.0%
Be seen as an accident-prone or careless worker	1	20.0%	1	100.0%	0	0.0%
Go through a workers' compensation investigation	1	20.0%	1	100.0%	0	0.0%
Other	2	40.0%	0	0.0%	0	0.0%

* out of 5 responses

How free do you feel to exercise your rights in your mine without fear of retaliation?	All		Electronic		Paper	
	Count	Percent	Count	Percent	Count	Percent
5 Extremely free	15	39.5%	4	22.2%	11	55.0%
4	8	21.1%	5	27.8%	3	15.0%
3	8	21.1%	4	22.2%	4	20.0%
2	2	5.3%	1	5.6%	1	5.0%
1 Not free at all	5	13.2%	4	22.2%	1	5.0%
Total	38	100%	18	100.0%	20	100.0%

What is the name of the mine you currently work in?	All		Electronic		Paper	
	Count	Percent	Count	Percent	Count	Percent
I do not want to name my mine	19	50.0%	10	55.6%	9	45.0%
I have filled in the name in the space below	8	21.1%	4	22.2%	4	20.0%
No Response	11	28.9%	4	22.2%	7	35.0%
Total	38	100%	18	100.0%	20	100.0%

Mine Name Listed

- [REDACTED]
- you said anonymous
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]

*** 30 respondents should have answered the following questions (8 respondents indicated they filled in the name of the mine and would skip to the end)

I work in:	All		Electronic		Paper	
	Count	Percent	Count	Percent	Count	Percent
Underground - Coal	26	86.7%	7	63.6%	10	100.0%
Surface - Coal	3	10.0%	3	27.3%	0	0.0%
No Response	1	3.3%	1	9.1%	0	0.0%
Total	30	100%	11	100.0%	10	100.0%

I work for a contractor.	All		Electronic		Paper	
	Count	Percent	Count	Percent	Count	Percent
Yes	4	13.3%	1	9.1%	2	20.0%
No	24	80.0%	10	90.9%	7	70.0%
No Response	2	6.7%	0	0.0%	1	10.0%
Total	30	100%	11	61.1%	10	100.0%

My job title/role is:	All		Electronic		Paper	
	Count	Percent	Count	Percent	Count	Percent
Mining Machine Operator	3	10.0%	2	18.2%	0	0.0%
Mechanic/Maintenance	2	6.7%	1	9.1%	1	10.0%
Electrician	3	10.0%	2	18.2%	1	10.0%
Supervisor/Foreman	5	16.7%	2	18.2%	2	20.0%
Beltman/Boom Operator	4	13.3%	0	0.0%	2	20.0%
Rock/Roof Bolter	2	6.7%	0	0.0%	0	0.0%
Laborer	2	6.7%	0	0.0%	1	10.0%
Other	5	16.7%	3	27.3%	1	10.0%
No Response	4	13.3%	1	9.1%	2	20.0%
Total	30	100%	11	100.0%	10	100.0%

Every year, my mine produces:	All		Electronic		Paper	
	Count	Percent	Count	Percent	Count	Percent
100,000 - 500,000 tons of coal	3	10.0%	1	9.1%	1	10.0%
500,000 - 750,000 tons of coal	4	13.3%	2	18.2%	0	0.0%
1,000,000 or more tons of coal	11	36.7%	2	18.2%	6	60.0%
Don't know	10	33.3%	5	45.5%	3	30.0%
No Response	2	6.7%	1	9.1%	0	0.0%
Total	30	100%	11	100.0%	10	100.0%

The total number of workers at my mine is:	All		Electronic		Paper	
	Count	Percent	Count	Percent	Count	Percent
1 to 9	1	3.3%	0	0.0%	1	10.0%
10 to 19	4	13.3%	1	9.1%	3	30.0%
20 to 34	0	0.0%	0	0.0%	0	0.0%
35 to 99	3	10.0%	3	27.3%	0	0.0%
100 to 249	4	13.3%	1	9.1%	2	20.0%
250 or more	17	56.7%	5	45.5%	4	40.0%
Don't know	1	3.3%	1	9.1%	0	0.0%
Total	30	100%	11	100.0%	10	100.0%

The total number of workers at all mine sites managed by my mine company is:	All		Electronic		Paper	
	Count	Percent	Count	Percent	Count	Percent
1 to 19	2	6.7%	0	0.0%	2	20.0%
20 to 99	1	3.3%	1	9.1%	0	0.0%
100 to 249	0	0.0%	0	0.0%	0	0.0%
250 to 500	3	10.0%	0	0.0%	1	10.0%
500 to 1,000	5	16.7%	2	18.2%	1	10.0%
1,000 to 3,000	1	3.3%	0	0.0%	0	0.0%
3,000 or more	9	30.0%	3	27.3%	3	30.0%
Don't know	8	26.7%	5	45.5%	2	20.0%
No Response	1	3.3%	0	0.0%	1	10.0%
Total	30	100%	11	100.0%	10	100.0%

I have worked for my current employer for:	All		Electronic		Paper	
	Count	Percent	Count	Percent	Count	Percent
1	4	13.3%	3	16.7%	1	5.0%
1.5	1	3.3%	0	0.0%	1	5.0%
2	4	13.3%	3	16.7%	1	5.0%
3	2	6.7%	0	0.0%	2	10.0%
4	4	13.3%	3	16.7%	1	5.0%
5	4	13.3%	2	11.1%	2	10.0%
6	2	6.7%	0	0.0%	2	10.0%
7	2	6.7%	1	5.6%	1	5.0%
8	1	3.3%	0	0.0%	1	5.0%
10	1	3.3%	0	0.0%	1	5.0%
12	2	6.7%	2	11.1%	0	0.0%
13	1	3.3%	0	0.0%	1	5.0%
18	1	3.3%	1	5.6%	0	0.0%
19	1	3.3%	1	5.6%	0	0.0%
24	1	3.3%	1	5.6%	0	0.0%
30	1	3.3%	0	0.0%	1	5.0%
33	1	3.3%	0	0.0%	1	5.0%
34	1	3.3%	1	5.6%	0	0.0%
35	1	3.3%	0	0.0%	1	5.0%
38	1	3.3%	0	0.0%	1	5.0%
Total	36	120.0%	0	0.0%	2	10.0%

I have worked at my current location for:	All		Electronic		Paper	
	Count	Percent	Count	Percent	Count	Percent
1	5	16.7%	4	22.2%	1	5.0%
2	4	13.3%	2	11.1%	2	10.0%
3	7	23.3%	1	5.6%	6	30.0%
4	6	20.0%	3	16.7%	3	15.0%
5	4	13.3%	3	16.7%	1	5.0%
6	1	3.3%	0	0.0%	1	5.0%
7	2	6.7%	2	11.1%	0	0.0%
14	1	3.3%	0	0.0%	1	5.0%
18	1	3.3%	1	5.6%	0	0.0%
22	1	3.3%	1	5.6%	0	0.0%
30	1	3.3%	0	0.0%	1	5.0%
34	1	3.3%	1	5.6%	0	0.0%
35	1	3.3%	0	0.0%	1	5.0%
38	1	3.3%	0	0.0%	1	5.0%
Total	36	120.0%	0	0.0%	2	10.0%

I have worked with my current supervisor or foreman for:	All		Electronic		Paper	
	Count	Percent	Count	Percent	Count	Percent
0.5	1	3.3%	1	5.6%	0	0.0%
1	7	23.3%	2	11.1%	5	25.0%
2	8	26.7%	6	33.3%	2	10.0%
3	7	23.3%	4	22.2%	3	15.0%
4	6	20.0%	2	11.1%	4	20.0%
6	2	6.7%	1	5.6%	1	5.0%
8	1	3.3%	1	5.6%	0	0.0%
15	1	3.3%	1	5.6%	0	0.0%
33	1	3.3%	0	0.0%	1	5.0%
?	1	3.3%	0	0.0%	1	5.0%
Total	35	116.7%	0	0.0%	3	15.0%

The highest level of education that I have completed is:	All		Electronic		Paper	
	Count	Percent	Count	Percent	Count	Percent
Some High School	2	6.7%	0	0.0%	2	10.0%
High School degree or GED	21	70.0%	10	55.6%	11	55.0%
Trade, technical, or vocational education	9	30.0%	6	33.3%	3	15.0%
Associates degree	2	6.7%	0	0.0%	2	10.0%
College degree	3	10.0%	2	11.1%	1	5.0%
No Response	0	0.0%	0	0.0%	1	5.0%
Total	37	123.3%	18	100.0%	20	100.0%

Are you, yourself, of Hispanic or Latino origin or descent, such as Mexican, Puerto Rican, Cuban, or other Spanish background?	All		Electronic		Paper	
	Count	Percent	Count	Percent	Count	Percent
No, I am not of Hispanic or Latino origin or descent	35	116.7%	17	94.4%	18	90.0%
Rather not say	1	3.3%	1	5.6%	0	0.0%
Total	36	120.0%	0	0.0%	2	10.0%

What is your race?	All		Electronic		Paper	
	Count	Percent	Count	Percent	Count	Percent
American Indian or Alaska Native	1	3.3%	0	0.0%	1	5.0%
Asian	0	0.0%	0	0.0%	0	0.0%
Black or African American	0	0.0%	0	0.0%	0	0.0%
Native Hawaiian or Other Pacific Islander	0	0.0%	0	0.0%	0	0.0%
White	35	116.7%	17	94.4%	18	90.0%
Rather not say	1	0.0%	1	5.6%	0	0.0%

B. Full Tabulations, by union membership status

	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
I work in coal mining or I have worked in coal mining in the last 2 years.						
Yes	43	86.0%	16	100.0%	22	100.0%
No	7	14.0%	0	0.0%	0	0.0%
Total	50	100%	16	100.0%	22	100.0%

	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
I am a:						
Miner	30	69.8%	14	87.5%	16	72.7%
Mine Manager	5	11.6%	0	0.0%	0	0.0%
Front Line Supervisor or Foreman	8	18.6%	2	12.5%	6	27.3%
Total	43	100%	16	100.0%	22	100.0%

	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
I work in a union mine.						
Yes	16	42.1%	14	87.5%	2	9.1%
No	21	55.3%	1	6.3%	20	90.9%
No Response	1	2.6%	1	6.3%	0	0.0%
Total	38	100%	16	100.0%	22	100.0%

	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
I belong to a union.						
Yes	16	42.1%	16	100.0%	0	0.0%
No	22	57.9%	0	0.0%	22	100.0%
Total	38	100.0%	16	100.0%	22	100.0%

	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
I belonged to a union in the past 2 years.						
Yes	2	9.1%	0	0.0%	2	9.1%
No	20	90.9%	0	0.0%	20	90.9%
Not Applicable	0	0.0%	0	0.0%	0	0.0%
Total	22	100.0%	0	0.0%	22	100.0%

* 22 respondents should have answered this question

I trust my mine management to provide a safe and healthful workplace.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	12	31.6%	2	12.5%	10	45.5%
Agree	17	44.7%	8	50.0%	9	40.9%
Neutral	5	13.2%	3	18.8%	2	9.1%
Disagree	3	7.9%	2	12.5%	1	4.5%
Strongly Disagree	1	2.6%	1	6.3%	0	0.0%
Total	38		16	100.0%	22	100.0%

My mine is a safe mine.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	13	34.2%	3	18.8%	10	45.5%
Agree	21	55.3%	10	62.5%	11	50.0%
Neutral	1	2.6%	1	6.3%	0	0.0%
Disagree	1	2.6%	1	6.3%	0	0.0%
Strongly Disagree	1	2.6%	1	6.3%	0	0.0%
No Response	1	2.6%	0	0.0%	1	4.5%
Total	38	100.0%	16	100.0%	22	100.0%

If I point out a safety hazard, my mine management fixes the problem.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	11	28.9%	2	12.5%	9	40.9%
Agree	22	57.9%	11	68.8%	11	50.0%
Neutral	4	10.5%	2	12.5%	2	9.1%
Disagree	0	0.0%	0	0.0%	0	0.0%
Strongly Disagree	1	2.6%	1	6.3%	0	0.0%
Total	38	100.0%	16	100.0%	22	100.0%

I can point out a safety hazard without worrying about the consequences.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	13	34.2%	3	18.8%	10	45.5%
Agree	18	47.4%	10	62.5%	8	36.4%
Neutral	5	13.2%	2	12.5%	3	13.6%
Disagree	1	2.6%	0	0.0%	1	4.5%
Strongly Disagree	1	2.6%	1	6.3%	0	0.0%
Total	38	100.0%	16	100.0%	22	100.0%

If I could, I would leave my job to work at a different mine.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	1	2.6%	0	0.0%	1	4.5%
Agree	4	10.5%	1	6.3%	3	13.6%
Neutral	7	18.4%	4	25.0%	3	13.6%
Disagree	16	42.1%	6	37.5%	10	45.5%
Strongly Disagree	10	26.3%	5	31.3%	5	22.7%
Total	38	100.0%	16	100.0%	22	100.0%

I can tell my mine management about a safety concern by using our:	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Suggestion system	17	44.7%	8	50.0%	9	40.9%
Regular meetings with supervisors	26	68.4%	10	62.5%	16	72.7%
Hotline	0	0.0%	0	0.0%	0	0.0%
None of the above	0	0.0%	0	0.0%	0	0.0%
Other	8	21.1%	6	37.5%	2	9.1%

My mine management gives me information about my mine safety rights by:	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Posting information on a bulletin board	26	68.4%	10	62.5%	16	72.7%
Providing or paying for safety training	21	55.3%	12	75.0%	9	40.9%
Holding regular meetings to discuss safety issues	25	65.8%	10	62.5%	15	68.2%
None of the above	3	7.9%	2	12.5%	1	4.5%
Other	1	2.6%	1	6.3%	0	0.0%

I know where to get information about my mine safety rights.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	15	39.5%	6	37.5%	9	40.9%
Agree	13	34.2%	8	50.0%	5	22.7%
Neutral	6	15.8%	0	0.0%	6	27.3%
Disagree	3	7.9%	1	6.3%	2	9.1%
Strongly Disagree	1	2.6%	1	6.3%	0	0.0%
Total	38		16	100.0%	22	100.0%

I know enough about the Mine Act to recognize a violation when it happens.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	15	39.5%	6	37.5%	9	40.9%
Agree	13	34.2%	6	37.5%	7	31.8%
Neutral	8	21.1%	3	18.8%	5	22.7%
Disagree	1	2.6%	0	0.0%	1	4.5%
Strongly Disagree	1	2.6%	1	6.3%	0	0.0%
Total	38		16	100.0%	22	100.0%

If I wanted to learn more about my mine safety rights, I would: Ask a coworker.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	3	7.9%	0	0.0%	3	13.6%
Agree	17	44.7%	9	56.3%	8	36.4%
Neutral	9	23.7%	4	25.0%	5	22.7%
Disagree	5	13.2%	1	6.3%	4	18.2%
Strongly Disagree	1	2.6%	0	0.0%	1	4.5%
No Response	3	7.9%	2	12.5%	1	4.5%
Total	38		16	100.0%	22	100.0%

If I wanted to learn more about my mine safety rights, I would: Ask my supervisor.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	5	13.2%	1	6.3%	4	18.2%
Agree	15	39.5%	8	50.0%	7	31.8%
Neutral	9	23.7%	5	31.3%	4	18.2%
Disagree	5	13.2%	1	6.3%	4	18.2%
Strongly Disagree	1	2.6%	1	6.3%	0	0.0%
No Response	3	7.9%	0	0.0%	3	13.6%
Total	38		16	100.0%	22	100.0%

If I wanted to learn more about my mine safety rights, I would: Ask someone in mine management.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	6	15.8%	3	18.8%	3	13.6%
Agree	17	44.7%	6	37.5%	11	50.0%
Neutral	7	18.4%	4	25.0%	3	13.6%
Disagree	5	13.2%	2	12.5%	3	13.6%
Strongly Disagree	1	2.6%	1	6.3%	0	0.0%
No Response	2	5.3%	0	0.0%	2	9.1%
Total	38		16	100.0%	22	100.0%

If I wanted to learn more about my mine safety rights, I would: Ask the safety committee.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	12	31.6%	8	50.0%	4	18.2%
Agree	10	26.3%	6	37.5%	4	18.2%
Neutral	7	18.4%	0	0.0%	7	31.8%
Disagree	3	7.9%	0	0.0%	3	13.6%
Strongly Disagree	4	10.5%	2	12.5%	2	9.1%
No Response	2	5.3%	0	0.0%	2	9.1%
Total	38		16	100.0%	22	100.0%

If I wanted to learn more about my mine safety rights, I would: Ask someone at the mine office.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	3	7.9%	1	6.3%	2	9.1%
Agree	11	28.9%	5	31.3%	6	27.3%
Neutral	14	36.8%	6	37.5%	8	36.4%
Disagree	5	13.2%	1	6.3%	4	18.2%
Strongly Disagree	2	5.3%	2	12.5%	0	0.0%
No Response	3	7.9%	1	6.3%	2	9.1%
Total	38		16	100.0%	22	100.0%

If I wanted to learn more about my mine safety rights, I would: Ask a miners' representative.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	8	21.1%	6	37.5%	2	9.1%
Agree	12	31.6%	7	43.8%	5	22.7%
Neutral	6	15.8%	0	0.0%	6	27.3%
Disagree	5	13.2%	0	0.0%	5	22.7%
Strongly Disagree	4	10.5%	2	12.5%	2	9.1%
No Response	3	7.9%	1	6.3%	2	9.1%
Total	38		16	100.0%	22	100.0%

If I wanted to learn more about my mine safety rights, I would: Ask a union representative.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	7	18.4%	5	31.3%	2	9.1%
Agree	8	21.1%	5	31.3%	3	13.6%
Neutral	11	28.9%	3	18.8%	8	36.4%
Disagree	2	5.3%	0	0.0%	2	9.1%
Strongly Disagree	6	15.8%	1	6.3%	5	22.7%
No Response	4	10.5%	2	12.5%	2	9.1%
Total	38		16	100.0%	22	100.0%

If I wanted to learn more about my mine safety rights, I would: Talk to a state or federal mine inspector.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	19	50.0%	11	68.8%	8	36.4%
Agree	13	34.2%	3	18.8%	10	45.5%
Neutral	1	2.6%	1	6.3%	0	0.0%
Disagree	2	5.3%	0	0.0%	2	9.1%
Strongly Disagree	2	5.3%	1	6.3%	1	4.5%
No Response	1	2.6%	0	0.0%	1	4.5%
Total	38		16	100.0%	22	100.0%

If I wanted to learn more about my mine safety rights, I would: Read a brochure or poster at my mine.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	7	18.4%	3	18.8%	4	18.2%
Agree	17	44.7%	6	37.5%	11	50.0%
Neutral	8	21.1%	5	31.3%	3	13.6%
Disagree	2	5.3%	0	0.0%	2	9.1%
Strongly Disagree	1	2.6%	1	6.3%	0	0.0%
No Response	3	7.9%	1	6.3%	2	9.1%
Total	38		16	100.0%	22	100.0%

If I wanted to learn more about my mine safety rights, I would: Visit the MSHA website. (www.msha.gov)	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	18	47.4%	10	62.5%	8	36.4%
Agree	14	36.8%	4	25.0%	10	45.5%
Neutral	4	10.5%	1	6.3%	3	13.6%
Disagree	0	0.0%	0	0.0%	0	0.0%
Strongly Disagree	1	2.6%	1	6.3%	0	0.0%
No Response	1	2.6%	0	0.0%	1	4.5%
Total	38		16	100.0%	22	100.0%

Have you seen it?	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Yes	16	42.1%	8	50.0%	8	36.4%
No	22	57.9%	8	50.0%	14	63.6%
Total	38	100.0%	16	100.0%	22	100.0%

Have you read it?	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Yes	14	87.5%	7	87.5%	7	87.5%
No	1	6.3%	0	0.0%	1	12.5%
No Response	1	6.3%	1	12.5%	0	0.0%
Total	16	100.0%	8	100.0%	8	100.0%

Would you recommend it?	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Yes	14	100.0%	7	100.0%	7	100.0%
No	0	0.0%	0	0.0%	0	0.0%
Total	14	100.0%	7	100.0%	7	100.0%

Have you seen it?	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Yes	18	47.4%	7	43.8%	11	50.0%
No	20	52.6%	9	56.3%	11	50.0%
Total	38	100.0%	16	100.0%	22	100.0%

Have you read it?	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Yes	14	77.8%	5	71.4%	9	81.8%
No	3	16.7%	1	14.3%	2	18.2%
No Response	1	5.6%	1	14.3%	0	0.0%
Total	18	100.0%	7	100.0%	11	100.0%

Would you recommend it?	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Yes	13	92.9%	5	100.0%	8	88.9%
No	1	7.1%	0	0.0%	1	11.1%
Total	14	100.0%	5	100.0%	9	100.0%

Have you seen it?	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Yes	17	44.7%	9	56.3%	8	36.4%
No	20	52.6%	7	43.8%	13	59.1%
No Response	1	2.6%	0	0.0%	1	4.5%
Total	38		16	100.0%	22	100.0%

Have you read it?	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Yes	15	75.0%	8	114.3%	7	53.8%
No	1	5.0%	0	0.0%	1	7.7%
No Response	1	5.0%	1	14.3%	0	0.0%
Total	17	85.0%	9	128.6%	8	61.5%

Would you recommend it?	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Yes	14	93.3%	8	100.0%	6	85.7%
No	1	6.7%	0	0.0%	1	14.3%
Total	15	100.0%	8	100.0%	7	100.0%

Have you heard of it?	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Yes	30	78.9%	13	81.3%	17	77.3%
No	8	21.1%	3	18.8%	5	22.7%
Total	38	100.0%	16	100.0%	22	100.0%

Have you called it?	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Yes	6	20.0%	5	38.5%	1	5.9%
No	23	76.7%	7	53.8%	16	94.1%
No Response	1	3.3%	1	7.7%	0	0.0%
Total	30	100.0%	13	100.0%	17	100.0%

Would you recommend it?	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Yes	5	83.3%	5	100.0%	0	0.0%
No	1	16.7%	0	0.0%	1	100.0%
Total	6	100.0%	5	100.0%	1	100.0%

Have you heard of it?	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Yes	33	86.8%	12	75.0%	21	95.5%
No	5	13.2%	4	25.0%	1	4.5%
Total	38		16	100.0%	22	100.0%

Have you visited it?	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Yes	24	72.7%	10	83.3%	14	66.7%
No	8	24.2%	1	8.3%	7	33.3%
No Response	1	3.0%	1	8.3%	0	0.0%
Total	33	100.0%	12	100.0%	21	100.0%

Would you recommend it?	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Yes	24	100.0%	10	100.0%	14	100.0%
No	0	0.0%	0	0.0%	0	0.0%
Total	24	100.0%	10	100.0%	14	100.0%

Have you seen it?	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Yes	17	44.7%	8	50.0%	9	40.9%
No	21	55.3%	8	50.0%	13	59.1%
Total	38		16	100.0%	22	100.0%

Have you read it?	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Yes	12	70.6%	6	75.0%	6	66.7%
No	4	23.5%	1	12.5%	3	33.3%
No Response	1	5.9%	1	12.5%	0	0.0%
Total	17	100.0%	8	100.0%	9	100.0%

Would you recommend it?	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Yes	12	100.0%	6	100.0%	6	100.0%
No	0	0.0%	0	0.0%	0	0.0%
Total	12	100.0%	6	100.0%	6	100.0%

Before taking this survey, I was fully aware that I have the legal right to: Make a complaint about a possible danger or safety violation to my mine management.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Yes, I was aware	38	100.0%	16	100.0%	22	100.0%
No, I was not aware	0	0.0%	0	0.0%	0	0.0%
Total	38		16	100.0%	22	100.0%

Before taking this survey, I was fully aware that I have the legal right to: Tell MSHA or a state agency about a possible safety hazard.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Yes, I was aware	37	97.4%	16	100.0%	21	95.5%
No, I was not aware	1	2.6%	0	0.0%	1	4.5%
Total	38		16	100.0%	22	100.0%

Before taking this survey, I was fully aware that I have the legal right to: Choose a representative to participate in all aspects of a mine inspection.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Yes, I was aware	26	68.4%	12	75.0%	14	63.6%
No, I was not aware	12	31.6%	4	25.0%	8	36.4%
Total	38		16	100.0%	22	100.0%

Before taking this survey, I was fully aware that I have the legal right to: Get an X-ray for signs of Black Lung, paid for by my employer.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Yes, I was aware	28	73.7%	12	75.0%	16	72.7%
No, I was not aware	10	26.3%	4	25.0%	6	27.3%
Total	38		16	100.0%	22	100.0%

Before taking this survey, I was fully aware that I have the legal right to: Ask to transfer to a less dusty job if I am diagnosed with Black Lung.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Yes, I was aware	26	68.4%	14	87.5%	12	54.5%
No, I was not aware	12	31.6%	2	12.5%	10	45.5%
Total	38		16	100.0%	22	100.0%

Before taking this survey, I was fully aware that I have the legal right to: Refuse to operate equipment I am not trained to use, and tell my supervisor.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Yes, I was aware	36	94.7%	16	100.0%	20	90.9%
No, I was not aware	2	5.3%	0	0.0%	2	9.1%
Total	38		16	100.0%	22	100.0%

Before taking this survey, I was fully aware that I have the legal right to: Refuse to work in conditions I believe to be unsafe.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Yes, I was aware	37	97.4%	15	93.8%	22	100.0%
No, I was not aware	0	0.0%	0	0.0%	0	0.0%
No Response	1	2.6%	1	6.3%	0	0.0%
Total	38		16	100.0%	22	100.0%

Before taking this survey, I was fully aware that I have the legal right to: Complain to MSHA if I have been retaliated against for exercising my rights under the Mine Act.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Yes, I was aware	31	81.6%	13	81.3%	18	81.8%
No, I was not aware	7	18.4%	3	18.8%	4	18.2%
Total	38		16	100.0%	22	100.0%

At my mine, I would feel comfortable: Making a complaint about a possible danger or safety violation “to my mine management.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	14	36.8%	5	31.3%	9	40.9%
Agree	17	44.7%	9	56.3%	8	36.4%
Neutral	4	10.5%	0	0.0%	4	18.2%
Disagree	2	5.3%	1	6.3%	1	4.5%
Strongly Disagree	1	2.6%	1	6.3%	0	0.0%
Total	38		16	100.0%	22	100.0%

At my mine, I would feel comfortable: Telling MSHA or a state agency about a possible safety hazard.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	13	34.2%	8	50.0%	5	22.7%
Agree	12	31.6%	5	31.3%	7	31.8%
Neutral	5	13.2%	2	12.5%	3	13.6%
Disagree	7	18.4%	1	6.3%	6	27.3%
Strongly Disagree	0	0.0%	0	0.0%	0	0.0%
No Response	1	2.6%	0	0.0%	1	4.5%
Total	38		16	100.0%	22	100.0%

At my mine, I would feel comfortable: Choosing a representative to participate in all aspects of a mine inspection.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	14	36.8%	7	43.8%	7	31.8%
Agree	7	18.4%	5	31.3%	2	9.1%
Neutral	10	26.3%	2	12.5%	8	36.4%
Disagree	7	18.4%	2	12.5%	5	22.7%
Strongly Disagree	0	0.0%	0	0.0%	0	0.0%
Total	38		16	100.0%	22	100.0%

At my mine, I would feel comfortable: Getting an X-ray for signs of Black Lung, paid for by my employer.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	22	57.9%	10	62.5%	12	54.5%
Agree	5	13.2%	2	12.5%	3	13.6%
Neutral	9	23.7%	4	25.0%	5	22.7%
Disagree	2	5.3%	0	0.0%	2	9.1%
Strongly Disagree	0	0.0%	0	0.0%	0	0.0%
Total	38		16	100.0%	22	100.0%

At my mine, I would feel comfortable: Asking for a transfer to a less dusty job if I am diagnosed with Black Lung.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	17	44.7%	8	50.0%	9	40.9%
Agree	7	18.4%	4	25.0%	3	13.6%
Neutral	11	28.9%	3	18.8%	8	36.4%
Disagree	2	5.3%	0	0.0%	2	9.1%
Strongly Disagree	0	0.0%	0	0.0%	0	0.0%
No Response	1	2.6%	1	6.3%	0	0.0%
Total	38		16	100.0%	22	100.0%

At my mine, I would feel comfortable: Refusing to operate equipment I am not trained to use, and telling my supervisor.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	19	50.0%	11	68.8%	8	36.4%
Agree	15	39.5%	5	31.3%	10	45.5%
Neutral	3	7.9%	0	0.0%	3	13.6%
Disagree	0	0.0%	0	0.0%	0	0.0%
Strongly Disagree	1	2.6%	0	0.0%	1	4.5%
Total	38		16	100.0%	22	100.0%

At my mine, I would feel comfortable: Refusing to work in conditions I believe to be unsafe or unhealthy.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	20	52.6%	10	62.5%	10	45.5%
Agree	11	28.9%	5	31.3%	6	27.3%
Neutral	4	10.5%	1	6.3%	3	13.6%
Disagree	2	5.3%	0	0.0%	2	9.1%
Strongly Disagree	1	2.6%	0	0.0%	1	4.5%
Total	38		16	100.0%	22	100.0%

At my mine, I would feel comfortable: Complaining to MSHA if I have been retaliated against for exercising my rights under the Mine Act.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	20	52.6%	10	62.5%	10	45.5%
Agree	6	15.8%	3	18.8%	3	13.6%
Neutral	9	23.7%	3	18.8%	6	27.3%
Disagree	2	5.3%	0	0.0%	2	9.1%
Strongly Disagree	1	2.6%	0	0.0%	1	4.5%
Total	38		16	100.0%	22	100.0%

If I saw a safety hazard, I would: Fix it myself.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	14	36.8%	5	31.3%	9	40.9%
Agree	12	31.6%	7	43.8%	5	22.7%
Neutral	2	5.3%	1	6.3%	1	4.5%
Disagree	1	2.6%	1	6.3%	0	0.0%
Strongly Disagree	1	2.6%	1	6.3%	0	0.0%
No Response	8	21.1%	1	6.3%	7	31.8%
Total	38		16	100.0%	22	100.0%

If I saw a safety hazard, I would: Tell someone outside the mine.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	7	18.4%	5	31.3%	2	9.1%
Agree	14	36.8%	6	37.5%	8	36.4%
Neutral	7	18.4%	2	12.5%	5	22.7%
Disagree	5	13.2%	1	6.3%	4	18.2%
Strongly Disagree	4	10.5%	1	6.3%	3	13.6%
No Response	1	2.6%	1	6.3%	0	0.0%
Total	38		16	100.0%	22	100.0%

If I saw a safety hazard, I would: Tell a coworker.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	12	31.6%	7	43.8%	5	22.7%
Agree	21	55.3%	6	37.5%	15	68.2%
Neutral	4	10.5%	2	12.5%	2	9.1%
Disagree	1	2.6%	1	6.3%	0	0.0%
Strongly Disagree	0	0.0%	0	0.0%	0	0.0%
Total	38		16	100.0%	22	100.0%

If I saw a safety hazard, I would: Tell a union representative.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	8	21.1%	7	43.8%	1	4.5%
Agree	8	21.1%	4	25.0%	4	18.2%
Neutral	10	26.3%	2	12.5%	8	36.4%
Disagree	6	15.8%	1	6.3%	5	22.7%
Strongly Disagree	4	10.5%	0	0.0%	4	18.2%
No Response	2	5.3%	2	12.5%	0	0.0%
Total	38		16	100.0%	22	100.0%

If I saw a safety hazard, I would: Tell a miner's representative.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	10	26.3%	9	56.3%	1	4.5%
Agree	11	28.9%	5	31.3%	6	27.3%
Neutral	9	23.7%	1	6.3%	8	36.4%
Disagree	6	15.8%	0	0.0%	6	27.3%
Strongly Disagree	1	2.6%	0	0.0%	1	4.5%
No Response	1	2.6%	1	6.3%	0	0.0%
Total	38		16	100.0%	22	100.0%

If I saw a safety hazard, I would: Tell my supervisor.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	23	60.5%	12	75.0%	11	50.0%
Agree	13	34.2%	4	25.0%	9	40.9%
Neutral	2	5.3%	0	0.0%	2	9.1%
Disagree	0	0.0%	0	0.0%	0	0.0%
Strongly Disagree	0	0.0%	0	0.0%	0	0.0%
Total	38		16	100.0%	22	100.0%

If I saw a safety hazard, I would: Tell my mine management.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	17	44.7%	10	62.5%	7	31.8%
Agree	14	36.8%	5	31.3%	9	40.9%
Neutral	4	10.5%	0	0.0%	4	18.2%
Disagree	2	5.3%	0	0.0%	2	9.1%
Strongly Disagree	0	0.0%	0	0.0%	0	0.0%
No Response	1	2.6%	1	6.3%	0	0.0%
Total	38		16	100.0%	22	100.0%

If I saw a safety hazard, I would: Tell the mine inspector next time they come to the mine.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	11	28.9%	8	50.0%	3	13.6%
Agree	7	18.4%	3	18.8%	4	18.2%
Neutral	11	28.9%	4	25.0%	7	31.8%
Disagree	4	10.5%	1	6.3%	3	13.6%
Strongly Disagree	5	13.2%	0	0.0%	5	22.7%
Total	38		16	100.0%	22	100.0%

If I saw a safety hazard, I would: Call MSHA's hotline.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	5	13.2%	3	18.8%	2	9.1%
Agree	6	15.8%	5	31.3%	1	4.5%
Neutral	15	39.5%	6	37.5%	9	40.9%
Disagree	7	18.4%	1	6.3%	6	27.3%
Strongly Disagree	4	10.5%	0	0.0%	4	18.2%
No Response	1	2.6%	1	6.3%	0	0.0%
Total	38		16	100.0%	22	100.0%

If I saw a safety hazard, I would: Call MSHA's field or district office.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	6	15.8%	3	18.8%	3	13.6%
Agree	4	10.5%	3	18.8%	1	4.5%
Neutral	16	42.1%	8	50.0%	8	36.4%
Disagree	5	13.2%	1	6.3%	4	18.2%
Strongly Disagree	6	15.8%	0	0.0%	6	27.3%
No Response	1	2.6%	1	6.3%	0	0.0%
Total	38		16	100.0%	22	100.0%

If I saw a safety hazard, I would: Tell a state agency.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	7	18.4%	5	31.3%	2	9.1%
Agree	5	13.2%	3	18.8%	2	9.1%
Neutral	14	36.8%	6	37.5%	8	36.4%
Disagree	6	15.8%	2	12.5%	4	18.2%
Strongly Disagree	6	15.8%	0	0.0%	6	27.3%
Total	38		16	100.0%	22	100.0%

If I saw a safety hazard, I would: Not say anything.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	2	5.3%	0	0.0%	2	9.1%
Agree	1	2.6%	0	0.0%	1	4.5%
Neutral	2	5.3%	1	6.3%	1	4.5%
Disagree	9	23.7%	1	6.3%	8	36.4%
Strongly Disagree	22	57.9%	14	87.5%	8	36.4%
No Response	2	5.3%	0	0.0%	2	9.1%
Total	38		16	100.0%	22	100.0%

The last time I saw a safety hazard, I told someone at my mine or a Federal or state agency:	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Yes	32	84.2%	15	93.8%	17	77.3%
No	6	15.8%	1	6.3%	5	22.7%
Total	38		16	100.0%	22	100.0%

I did not tell anyone about the safety hazard because:	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Someone else told before I had the chance	1	16.7%	0	0.0%	1	20.0%
The hazard was fixed before I could tell anyone	6	100.0%	1	100.0%	5	100.0%
The hazard was going to be fixed whether I told someone or not	1	16.7%	0	0.0%	1	20.0%
I didn't know who to tell	0	0.0%	0	0.0%	0	0.0%
I didn't know how to tell someone	0	0.0%	0	0.0%	0	0.0%
I was concerned about being treated differently by my Mine management	2	33.3%	0	0.0%	2	40.0%
I was concerned about being treated differently by my Supervisor	1	16.7%	0	0.0%	1	20.0%
I was concerned about being treated differently by my Coworkers	1	16.7%	0	0.0%	1	20.0%
I was concerned that it might close the production area and cost time off the job	1	16.7%	0	0.0%	1	20.0%
Other	1	16.7%	0	0.0%	1	20.0%
	* out of 6		* out of 1		* out of 5	

I told:	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Someone outside the mine	6	18.8%	3	20.0%	3	17.6%
A coworker	19	59.4%	9	60.0%	10	58.8%
My supervisor	30	93.8%	14	93.3%	16	94.1%
Some other supervisor or person in a position of authority	11	34.4%	5	33.3%	6	35.3%
A union representative	7	21.9%	7	46.7%	0	0.0%
A miner's representative	6	18.8%	6	40.0%	0	0.0%
A mine inspector	6	18.8%	6	40.0%	0	0.0%
MSHA field or district office	2	6.3%	2	13.3%	0	0.0%
MSHA hotline	1	3.1%	1	6.7%	0	0.0%
State government agency	3	9.4%	3	20.0%	0	0.0%
Other	3	9.4%	1	6.7%	2	11.8%
	* out of 32		* out of 15		* out of 17	

After I reported the hazard:	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
I'm not sure what happened	1	3.1%	0	0.0%	1	5.9%
The hazard was fixed	28	87.5%	13	86.7%	15	88.2%
The hazard was not fixed	1	3.1%	1	6.7%	0	0.0%
Someone was injured	0	0.0%	0	0.0%	0	0.0%
That section of the mine was closed for a while	1	3.1%	0	0.0%	1	5.9%
The mine operator got a citation for a safety violation	3	9.4%	2	13.3%	1	5.9%
Other	1	3.1%	1	6.7%	0	0.0%
	* out of 32		* out of 15		* out of 17	

After I reported the hazard, I felt some negative reaction from my coworkers:	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Yes	2	6.3%	0	0.0%	2	11.8%
No	30	93.8%	15	100.0%	15	88.2%
Total	32	100.0%	15	100.0%	17	100.0%

The negative reaction from my coworkers included:	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Silent treatment	1	50.0%	0	#DIV/0!	1	50.0%
Left out of social get-togethers outside of work	0	0.0%	0	#DIV/0!	0	0.0%
Lost friendships	1	50.0%	0	#DIV/0!	1	50.0%
Criticism or teasing	2	100.0%	0	#DIV/0!	2	100.0%
Mild threats	2	100.0%	0	#DIV/0!	2	100.0%
Other	0	0.0%	0	#DIV/0!	0	0.0%

After I reported the hazard, I felt some negative reaction from management.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Yes	5	15.6%	3	20.0%	2	11.8%
No	27	84.4%	12	80.0%	15	88.2%
Total	32	100.0%	15	100.0%	17	100.0%

The negative reaction from my management included:	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Lost my job	0	0.0%	0	0.0%	0	0.0%
Lost work hours	1	20.0%	0	0.0%	1	50.0%
Lost perks (such as time off for personal matters, use of company vehicle, etc.)	1	20.0%	0	0.0%	1	50.0%
Transfer to a worse job	2	40.0%	1	33.3%	1	50.0%
Reassignment to another shift, or rotated between shifts	0	0.0%	0	0.0%	0	0.0%
Lost pay, or had pay cut due to work reassignment	0	0.0%	0	0.0%	0	0.0%
Lower raise or lower bonus than expected	0	0.0%	0	0.0%	0	0.0%
More frequent on-the-job discipline or criticism	3	60.0%	1	33.3%	2	100.0%
Unexpected drug/alcohol test	0	0.0%	0	0.0%	0	0.0%
Other	1	20.0%	1	33.3%	0	0.0%

I trust MSHA to: Stand up for my rights as a miner	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	16	42.1%	9	56.3%	7	31.8%
Agree	9	23.7%	4	25.0%	5	22.7%
Neutral	6	15.8%	1	6.3%	5	22.7%
Disagree	1	2.6%	1	6.3%	0	0.0%
Strongly Disagree	3	7.9%	0	0.0%	3	13.6%
No Response	3	7.9%	1	6.3%	2	9.1%
Total	38	100.0%	16	100.0%	22	100.0%

I trust MSHA to: Keep what I tell them confidential (not tell my employer)	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	14	36.8%	9	56.3%	5	22.7%
Agree	10	26.3%	4	25.0%	6	27.3%
Neutral	2	5.3%	1	6.3%	1	4.5%
Disagree	6	15.8%	0	0.0%	6	27.3%
Strongly Disagree	4	10.5%	1	6.3%	3	13.6%
No Response	2	5.3%	1	6.3%	1	4.5%
Total	38	100.0%	16	100.0%	22	100.0%

In the past two years, I had at least one mining-related injury or illness that needed medical attention beyond first aid.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Yes	8	21.1%	4	25.0%	4	18.2%
No	28	73.7%	11	68.8%	17	77.3%
No Response	2	5.3%	1	6.3%	1	4.5%
Total	38	100.0%	16	100.0%	22	100.0%

I told my mine management about the last injury or illness I had that needed medical attention.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Yes	7	87.5%	4	80.0%	3	60.0%
No	1	12.5%	0	0.0%	1	20.0%
Total	8	100.0%	4	80.0%	4	80.0%

I did not report the injury or illness because I did not want to:	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Lose a bonus or prize for myself	0	0.0%	0	0.0%	0	0.0%
Lose a bonus or prize for coworkers	0	0.0%	0	0.0%	0	0.0%
Face discipline or criticism	1	100.0%	0	0.0%	1	100.0%
Face a drug/alcohol test	0	0.0%	0	0.0%	0	0.0%
Break the mine's record for low numbers of reportable or lost-time accidents	0	0.0%	0	0.0%	0	0.0%
Be seen as an accident-prone or careless worker	1	100.0%	0	0.0%	1	100.0%
Go through a workers' compensation investigation	1	100.0%	0	0.0%	1	100.0%
Other	0	0.0%	0	0.0%	0	0.0%

How free do you feel to exercise your rights in your mine without fear of retaliation?	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
5 Extremely free	15	39.5%	5	31.3%	10	45.5%
4	8	21.1%	6	37.5%	2	9.1%
3	8	21.1%	5	31.3%	3	13.6%
2	2	5.3%	0	0.0%	2	9.1%
1 Not free at all	5	13.2%	0	0.0%	5	22.7%
Total	38		16	100.0%	22	100.0%

What is the name of the mine you currently work in?	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
I do not want to name my mine	19	50.0%	6	37.5%	13	59.1%
I have filled in the name in the space below	8	21.1%	2	12.5%	6	27.3%
No Response	11	28.9%	8	50.0%	3	13.6%
Total	38		16	100.0%	22	100.0%

I work in:	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Underground - Coal	17	81.0%	6	85.7%	11	78.6%
Surface - Coal	3	14.3%	1	14.3%	2	14.3%
No Response	1	4.8%	0	0.0%	1	7.1%
Total	21	100.0%	7	100.0%	14	100.0%

I work for a contractor.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Yes	3	14.3%	1	14.3%	2	14.3%
No	17	81.0%	5	71.4%	12	85.7%
No Response	1	4.8%	1	14.3%	0	0.0%
Total	21	100.0%	7	100.0%	14	100.0%

My job title/role is:	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Mining Machine Operator	2	9.5%	0	0.0%	2	14.3%
Mechanic/Maintenance	2	9.5%	1	14.3%	1	7.1%
Electrician	3	14.3%	1	14.3%	2	14.3%
Supervisor/Foreman	4	19.0%	1	14.3%	3	21.4%
Beltman/Boom Operator	2	9.5%	0	0.0%	2	14.3%
Rock/Roof Bolter	0	0.0%	0	0.0%	0	0.0%
Laborer	1	4.8%	0	0.0%	1	7.1%
Other	4	19.0%	3	42.9%	1	7.1%
No Response	3	14.3%	1	14.3%	2	14.3%
Total	21	100.0%	7	100.0%	14	100.0%

Every year, my mine produces:	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
100,000 - 500,000 tons of coal	2	9.5%	0	0.0%	2	14.3%
500,000 - 750,000 tons of coal	2	9.5%	1	14.3%	1	7.1%
1,000,000 or more tons of coal	8	38.1%	4	57.1%	4	28.6%
Don't know	8	38.1%	1	14.3%	7	50.0%
No Response	1	4.8%	1	14.3%	0	0.0%
Total	21	100.0%	7	100.0%	14	100.0%

The total number of workers at my mine is:	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
1 to 9	1	4.8%	1	14.3%	0	0.0%
10 to 19	4	19.0%	0	0.0%	4	28.6%
20 to 34	0	0.0%	0	0.0%	0	0.0%
35 to 99	3	14.3%	0	0.0%	3	21.4%
100 to 249	3	14.3%	0	0.0%	3	21.4%
250 or more	9	42.9%	6	85.7%	3	21.4%
Don't know	1	4.8%	0	0.0%	1	7.1%
Total	21	100.0%	7	100.0%	14	100.0%

The total number of workers at all mine sites managed by my mine company is:	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
1 to 19	2	9.5%	0	0.0%	2	14.3%
20 to 99	1	4.8%	0	0.0%	1	7.1%
100 to 249	0	0.0%	0	0.0%	0	0.0%
250 to 500	1	4.8%	0	0.0%	1	7.1%
500 to 1,000	3	14.3%	2	28.6%	1	7.1%
1,000 to 3,000	0	0.0%	0	0.0%	0	0.0%
3,000 or more	6	28.6%	1	14.3%	5	35.7%
Don't know	7	33.3%	4	57.1%	3	21.4%
No Response	1	4.8%	0	0.0%	1	7.1%
Total	21	100.0%	7	100.0%	14	100.0%

I have worked for my current employer for:	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
1	4	10.5%	1	6.3%	3	13.6%
1.5	1	2.6%	0	0.0%	1	4.5%
2	4	10.5%	1	6.3%	3	13.6%
3	2	5.3%	1	6.3%	1	4.5%
4	4	10.5%	2	12.5%	2	9.1%
5	4	10.5%	1	6.3%	3	13.6%
6	2	5.3%	1	6.3%	1	4.5%
7	2	5.3%	1	6.3%	1	4.5%
8	1	2.6%	0	0.0%	1	4.5%
10	1	2.6%	0	0.0%	1	4.5%
12	2	5.3%	1	6.3%	1	4.5%
13	1	2.6%	1	6.3%	0	0.0%
18	1	2.6%	1	6.3%	0	0.0%
19	1	2.6%	0	0.0%	1	4.5%
24	1	2.6%	1	6.3%	0	0.0%
30	1	2.6%	1	6.3%	0	0.0%
33	1	2.6%	0	0.0%	1	4.5%
34	1	2.6%	1	6.3%	0	0.0%
35	1	2.6%	1	6.3%	0	0.0%
38	1	2.6%	1	6.3%	0	0.0%
No Response	2	5.3%	0	0.0%	2	9.1%
Total	38	100.0%	16	100.0%	22	100.0%

I have worked at my current location for:	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
1	5	13.2%	1	6.3%	4	18.2%
2	4	10.5%	1	6.3%	3	13.6%
3	7	18.4%	4	25.0%	3	13.6%
4	6	15.8%	3	18.8%	3	13.6%
5	4	10.5%	0	0.0%	4	18.2%
6	1	2.6%	0	0.0%	1	4.5%
7	2	5.3%	0	0.0%	2	9.1%
14	1	2.6%	1	6.3%	0	0.0%
18	1	2.6%	1	6.3%	0	0.0%
22	1	2.6%	1	6.3%	0	0.0%
30	1	2.6%	1	6.3%	0	0.0%
34	1	2.6%	1	6.3%	0	0.0%
35	1	2.6%	1	6.3%	0	0.0%
38	1	2.6%	1	6.3%	0	0.0%
No Response	2	5.3%	0	0.0%	2	9.1%
Total	38	100.0%	16	100.0%	22	100.0%

I have worked with my current supervisor or foreman for:	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
0.5	1	2.6%	0	0.0%	1	4.5%
1	7	18.4%	4	25.0%	3	13.6%
2	8	21.1%	4	25.0%	4	18.2%
3	7	18.4%	2	12.5%	5	22.7%
4	6	15.8%	2	12.5%	4	18.2%
6	2	5.3%	0	0.0%	2	9.1%
8	1	2.6%	1	6.3%	0	0.0%
15	1	2.6%	1	6.3%	0	0.0%
33	1	2.6%	0	0.0%	1	4.5%
?	1	2.6%	1	6.3%	0	0.0%
No Response	3	7.9%	1	6.3%	2	9.1%
Total	38	100.0%	16	100.0%	22	100.0%

The highest level of education that I have completed is:	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Some High School	2	5.3%	1	6.3%	1	4.5%
High School degree or GED	21	55.3%	10	62.5%	11	50.0%
Trade, technical, or vocational education	9	23.7%	4	25.0%	5	22.7%
Associates degree	2	5.3%	0	0.0%	2	9.1%
College degree	3	7.9%	1	6.3%	2	9.1%
No Response	1	2.6%	0	0.0%	1	4.5%
Total	38	100.0%	16	100.0%	22	100.0%

Are you, yourself, of Hispanic or Latino origin or descent, such as Mexican, Puerto Rican, Cuban, or other Spanish background?	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
No, I am not of Hispanic or Latino origin or descent	35	92.1%	14	87.5%	21	95.5%
Rather not say	1	2.6%	1	6.3%	0	0.0%
No Response	2	5.3%	1	6.3%	1	4.5%
Total	38	100.0%	16	100.0%	22	100.0%

What is your race?	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
American Indian or Alaska Native	1	2.6%	0	0.0%	1	4.5%
Asian	0	0.0%	0	0.0%	0	0.0%
Black or African American	0	0.0%	0	0.0%	0	0.0%
Native Hawaiian or Other Pacific Islander	0	0.0%	0	0.0%	0	0.0%
White	35	92.1%	15	93.8%	20	90.9%
Rather not say	1	2.6%	1	6.3%	0	0.0%

C. Tabulations for Non-Supervisory Miners, by union membership status

I work in coal mining or I have worked in coal mining in the last 2 years.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Yes	35	83.3%	14	100.0%	16	100.0%
No	7	16.7%	0	0.0%	0	0.0%
Total	42	100%	14	100.0%	16	100.0%

I am a:	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Miner	30	85.7%	14	100.0%	16	100.0%
Mine Manager	5	14.3%	0	0.0%	0	0.0%
Front Line Supervisor or Foreman	0	0.0%	0	0.0%	0	0.0%
Total	35	100%	14	100.0%	16	100.0%

I work in a union mine.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Yes	13	43.3%	13	92.9%	0	0.0%
No	16	53.3%	0	0.0%	16	100.0%
No Response	1	3.3%	1	7.1%	0	0.0%
Total	30	100%	14	100.0%	16	100.0%

I belong to a union.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Yes	14	46.7%	14	100.0%	0	0.0%
No	16	53.3%	0	0.0%	16	100.0%
Total	30	100.0%	14	100.0%	16	100.0%

I belonged to a union in the past 2 years.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Yes	1	6.3%	0	0.0%	1	6.3%
No	15	93.8%	0	0.0%	15	93.8%
Not Applicable	0	0.0%	0	0.0%	0	0.0%
Total	16	100.0%	0	0.0%	16	100.0%

I trust my mine management to provide a safe and healthful workplace.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	9	30.0%	2	14.3%	7	43.8%
Agree	13	43.3%	7	50.0%	6	37.5%
Neutral	5	16.7%	3	21.4%	2	12.5%
Disagree	2	6.7%	1	7.1%	1	6.3%
Strongly Disagree	1	3.3%	1	7.1%	0	0.0%
Total	30	100.0%	14	100.0%	16	100.0%

My mine is a safe mine.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	10	33.3%	3	21.4%	7	43.8%
Agree	17	56.7%	9	64.3%	8	50.0%
Neutral	1	3.3%	1	7.1%	0	0.0%
Disagree	0	0.0%	0	0.0%	0	0.0%
Strongly Disagree	1	3.3%	1	7.1%	0	0.0%
No Response	1	3.3%	0	0.0%	1	6.3%
Total	30	100.0%	14	100.0%	16	100.0%

If I point out a safety hazard, my mine management fixes the problem.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	8	26.7%	2	14.3%	6	37.5%
Agree	18	60.0%	9	64.3%	9	56.3%
Neutral	3	10.0%	2	14.3%	1	6.3%
Disagree	0	0.0%	0	0.0%	0	0.0%
Strongly Disagree	1	3.3%	1	7.1%	0	0.0%
Total	30	100.0%	14	100.0%	16	100.0%

I can point out a safety hazard without worrying about the consequences.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	9	30.0%	3	21.4%	6	37.5%
Agree	15	50.0%	8	57.1%	7	43.8%
Neutral	4	13.3%	2	14.3%	2	12.5%
Disagree	1	3.3%	0	0.0%	1	6.3%
Strongly Disagree	1	3.3%	1	7.1%	0	0.0%
Total	30	100.0%	14	100.0%	16	100.0%

If I could, I would leave my job to work at a different mine.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	1	3.3%	0	0.0%	1	6.3%
Agree	3	10.0%	0	0.0%	3	18.8%
Neutral	7	23.3%	4	28.6%	3	18.8%
Disagree	11	36.7%	5	35.7%	6	37.5%
Strongly Disagree	8	26.7%	5	35.7%	3	18.8%
Total	30	100.0%	14	100.0%	16	100.0%

I can tell my mine management about a safety concern by using our:	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Suggestion system	14	46.7%	7	50.0%	7	43.8%
Regular meetings with supervisors	18	60.0%	8	57.1%	10	62.5%
Hotline	0	0.0%	0	0.0%	0	0.0%
None of the above	0	0.0%	0	0.0%	0	0.0%
Other	8	26.7%	6	42.9%	2	12.5%

My mine management gives me information about my mine safety rights by:	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Posting information on a bulletin board	18	60.0%	8	57.1%	10	62.5%
Providing or paying for safety training	17	56.7%	10	71.4%	7	43.8%
Holding regular meetings to discuss safety issues	20	66.7%	8	57.1%	12	75.0%
None of the above	3	10.0%	2	14.3%	1	6.3%
Other	1	3.3%	1	7.1%	0	0.0%

I know where to get information about my mine safety rights.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	10	33.3%	4	28.6%	6	37.5%
Agree	11	36.7%	8	57.1%	3	18.8%
Neutral	5	16.7%	0	0.0%	5	31.3%
Disagree	3	10.0%	1	7.1%	2	12.5%
Strongly Disagree	1	3.3%	1	7.1%	0	0.0%
Total	30	100.0%	14	100.0%	16	100.0%

I know enough about the Mine Act to recognize a violation when it happens.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	10	33.3%	4	28.6%	6	37.5%
Agree	11	36.7%	6	42.9%	5	31.3%
Neutral	7	23.3%	3	21.4%	4	25.0%
Disagree	1	3.3%	0	0.0%	1	6.3%
Strongly Disagree	1	3.3%	1	7.1%	0	0.0%
Total	30	100.0%	14	100.0%	16	100.0%

If I wanted to learn more about my mine safety rights, I would: Ask a coworker.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	2	6.7%	0	0.0%	2	12.5%
Agree	12	40.0%	7	50.0%	5	31.3%
Neutral	9	30.0%	4	28.6%	5	31.3%
Disagree	4	13.3%	1	7.1%	3	18.8%
Strongly Disagree	0	0.0%	0	0.0%	0	0.0%
No Response	3	10.0%	2	14.3%	1	6.3%
Total	30	100.0%	14	100.0%	16	100.0%

If I wanted to learn more about my mine safety rights, I would: Ask my supervisor.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	3	10.0%	1	7.1%	2	12.5%
Agree	10	33.3%	6	42.9%	4	25.0%
Neutral	8	26.7%	5	35.7%	3	18.8%
Disagree	5	16.7%	1	7.1%	4	25.0%
Strongly Disagree	1	3.3%	1	7.1%	0	0.0%
No Response	3	10.0%	0	0.0%	3	18.8%
Total	30	100.0%	14	100.0%	16	100.0%

If I wanted to learn more about my mine safety rights, I would: Ask someone in mine management.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	5	16.7%	3	21.4%	2	12.5%
Agree	12	40.0%	5	35.7%	7	43.8%
Neutral	6	20.0%	4	28.6%	2	12.5%
Disagree	4	13.3%	1	7.1%	3	18.8%
Strongly Disagree	1	3.3%	1	7.1%	0	0.0%
No Response	2	6.7%	0	0.0%	2	12.5%
Total	30	100.0%	14	100.0%	16	100.0%

If I wanted to learn more about my mine safety rights, I would: Ask the safety committee.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	9	30.0%	7	50.0%	2	12.5%
Agree	10	33.3%	6	42.9%	4	25.0%
Neutral	5	16.7%	0	0.0%	5	31.3%
Disagree	2	6.7%	0	0.0%	2	12.5%
Strongly Disagree	2	6.7%	1	7.1%	1	6.3%
No Response	2	6.7%	0	0.0%	2	12.5%
Total	30	100.0%	14	100.0%	16	100.0%

If I wanted to learn more about my mine safety rights, I would: Ask someone at the mine office.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	2	6.7%	1	7.1%	1	6.3%
Agree	8	26.7%	4	28.6%	4	25.0%
Neutral	12	40.0%	6	42.9%	6	37.5%
Disagree	4	13.3%	1	7.1%	3	18.8%
Strongly Disagree	1	3.3%	1	7.1%	0	0.0%
No Response	3	10.0%	1	7.1%	2	12.5%
Total	30	100.0%	14	100.0%	16	100.0%

If I wanted to learn more about my mine safety rights, I would: Ask a miners' representative.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	6	20.0%	5	35.7%	1	6.3%
Agree	11	36.7%	7	50.0%	4	25.0%
Neutral	5	16.7%	0	0.0%	5	31.3%
Disagree	4	13.3%	0	0.0%	4	25.0%
Strongly Disagree	1	3.3%	1	7.1%	0	0.0%
No Response	3	10.0%	1	7.1%	2	12.5%
Total	30	100.0%	14	100.0%	16	100.0%

If I wanted to learn more about my mine safety rights, I would: Ask a union representative.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	4	13.3%	4	28.6%	0	0.0%
Agree	7	23.3%	5	35.7%	2	12.5%
Neutral	10	33.3%	3	21.4%	7	43.8%
Disagree	1	3.3%	0	0.0%	1	6.3%
Strongly Disagree	4	13.3%	0	0.0%	4	25.0%
No Response	4	13.3%	2	14.3%	2	12.5%
Total	30	100.0%	14	100.0%	16	100.0%

If I wanted to learn more about my mine safety rights, I would: Talk to a state or federal mine inspector.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	12	40.0%	9	64.3%	3	18.8%
Agree	12	40.0%	3	21.4%	9	56.3%
Neutral	1	3.3%	1	7.1%	0	0.0%
Disagree	2	6.7%	0	0.0%	2	12.5%
Strongly Disagree	2	6.7%	1	7.1%	1	6.3%
No Response	1	3.3%	0	0.0%	1	6.3%
Total	30	100.0%	14	100.0%	16	100.0%

If I wanted to learn more about my mine safety rights, I would: Read a brochure or poster at my mine.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	2	6.7%	1	7.1%	1	6.3%
Agree	16	53.3%	6	42.9%	10	62.5%
Neutral	6	20.0%	5	35.7%	1	6.3%
Disagree	2	6.7%	0	0.0%	2	12.5%
Strongly Disagree	1	3.3%	1	7.1%	0	0.0%
No Response	3	10.0%	1	7.1%	2	12.5%
Total	30	100.0%	14	100.0%	16	100.0%

If I wanted to learn more about my mine safety rights, I would: Visit the MSHA website. (www.msha.gov)	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	13	43.3%	8	57.1%	5	31.3%
Agree	11	36.7%	4	28.6%	7	43.8%
Neutral	4	13.3%	1	7.1%	3	18.8%
Disagree	0	0.0%	0	0.0%	0	0.0%
Strongly Disagree	1	3.3%	1	7.1%	0	0.0%
No Response	1	3.3%	0	0.0%	1	6.3%
Total	30	100.0%	14	100.0%	16	100.0%

A Guide to Miners' Rights and Responsibilities under the Federal Mine Safety and Health Act of 1977 (Brochure): Have you seen it?	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Yes	12	40.0%	7	50.0%	5	31.3%
No	18	60.0%	7	50.0%	11	68.8%
Total	30	100.0%	14	100.0%	16	100.0%

Have you read it?	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Yes	10	83.3%	6	85.7%	4	80.0%
No	1	8.3%	0	0.0%	1	20.0%
No Response	1	8.3%	1	14.3%	0	0.0%
Total	12	100.0%	7	100.0%	5	100.0%

Would you recommend it?	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Yes	10	100.0%	6	100.0%	4	100.0%
No	0	0.0%	0	0.0%	0	0.0%
Total	10	100.0%	6	100.0%	4	100.0%

Miners' Rights (Trifold Pamphlet): Have you seen it?	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Yes	14	46.7%	7	50.0%	7	43.8%
No	16	53.3%	7	50.0%	9	56.3%
Total	30	100.0%	14	100.0%	16	100.0%

Have you read it?	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Yes	11	78.6%	5	71.4%	6	85.7%
No	2	14.3%	1	14.3%	1	14.3%
No Response	1	7.1%	1	14.3%	0	0.0%
Total	14	100.0%	7	100.0%	7	100.0%

Would you recommend it?	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Yes	10	90.9%	5	100.0%	5	83.3%
No	1	9.1%	0	0.0%	1	16.7%
Total	11	100.0%	5	100.0%	6	100.0%

Miners' Rights (Small Card): Have you seen it?	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Yes	12	40.0%	7	50.0%	5	31.3%
No	17	56.7%	7	50.0%	10	62.5%
No Response	1	3.3%	0	0.0%	1	6.3%
Total	30		14	100.0%	16	100.0%

Have you read it?	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Yes	10	58.8%	6	85.7%	4	40.0%
No	1	5.9%	0	0.0%	1	10.0%
No Response	1	5.9%	1	14.3%	0	0.0%
Total	12	70.6%	7	100.0%	5	50.0%

Would you recommend it?	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Yes	9	90.0%	6	100.0%	3	75.0%
No	1	10.0%	0	0.0%	1	25.0%
Total	10	100.0%	6	100.0%	4	100.0%

“One Call Does it All” (Telephone hotline): Have you heard of it?	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Yes	23	76.7%	11	78.6%	12	75.0%
No	7	23.3%	3	21.4%	4	25.0%
Total	30	100.0%	14	100.0%	16	100.0%

Have you called it?	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Yes	6	26.1%	5	45.5%	1	8.3%
No	16	69.6%	5	45.5%	11	91.7%
No Response	1	4.3%	1	9.1%	0	0.0%
Total	23	100.0%	11	100.0%	12	100.0%

Would you recommend it?	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Yes	5	83.3%	5	100.0%	0	0.0%
No	1	16.7%	0	0.0%	1	100.0%
Total	6	100.0%	5	100.0%	1	100.0%

MSHA.gov (Website): Have you heard of it?	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Yes	25	83.3%	10	71.4%	15	93.8%
No	5	16.7%	4	28.6%	1	6.3%
Total	30	100.0%	14	100.0%	16	100.0%

Have you visited it?	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Yes	17	68.0%	8	80.0%	9	60.0%
No	7	28.0%	1	10.0%	6	40.0%
No Response	1	4.0%	1	10.0%	0	0.0%
Total	25	100.0%	10	100.0%	15	100.0%

Would you recommend it?	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Yes	17	100.0%	8	100.0%	9	100.0%
No	0	0.0%	0	0.0%	0	0.0%
Total	17	100.0%	8	100.0%	9	100.0%

Miners Rights (Poster): Have you seen it?	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Yes	13	43.3%	7	50.0%	6	37.5%
No	17	56.7%	7	50.0%	10	62.5%
Total	30	100.0%	14	100.0%	16	100.0%

Have you read it?	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Yes	9	69.2%	5	71.4%	4	66.7%
No	3	23.1%	1	14.3%	2	33.3%
No Response	1	7.7%	1	14.3%	0	0.0%
Total	13	100.0%	7	100.0%	6	100.0%

Would you recommend it?	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Yes	9	100.0%	5	100.0%	4	100.0%
No	0	0.0%	0	0.0%	0	0.0%
Total	9	100.0%	5	100.0%	4	100.0%

Before taking this survey, I was fully aware that I have the legal right to: Make a complaint about a possible danger or safety violation to my mine management.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Yes, I was aware	30	100.0%	14	100.0%	16	100.0%
No, I was not aware	0	0.0%	0	0.0%	0	0.0%
Total	30	100.0%	14	100.0%	16	100.0%

Before taking this survey, I was fully aware that I have the legal right to: Tell MSHA or a state agency about a possible safety hazard.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Yes, I was aware	29	96.7%	14	100.0%	15	93.8%
No, I was not aware	1	3.3%	0	0.0%	1	6.3%
Total	30	100.0%	14	100.0%	16	100.0%

Before taking this survey, I was fully aware that I have the legal right to: Choose a representative to participate in all aspects of a mine inspection.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Yes, I was aware	19	63.3%	10	71.4%	9	56.3%
No, I was not aware	11	36.7%	4	28.6%	7	43.8%
Total	30	100.0%	14	100.0%	16	100.0%

Before taking this survey, I was fully aware that I have the legal right to: Get an X-ray for signs of Black Lung, paid for by my employer.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Yes, I was aware	22	73.3%	11	78.6%	11	68.8%
No, I was not aware	8	26.7%	3	21.4%	5	31.3%
Total	30	100.0%	14	100.0%	16	100.0%

Before taking this survey, I was fully aware that I have the legal right to: Ask to transfer to a less dusty job if I am diagnosed with Black Lung.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Yes, I was aware	22	73.3%	13	92.9%	9	56.3%
No, I was not aware	8	26.7%	1	7.1%	7	43.8%
Total	30	100.0%	14	100.0%	16	100.0%

Before taking this survey, I was fully aware that I have the legal right to: Refuse to operate equipment I am not trained to use, and tell my supervisor.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Yes, I was aware	29	96.7%	14	100.0%	15	93.8%
No, I was not aware	1	3.3%	0	0.0%	1	6.3%
Total	30	100.0%	14	100.0%	16	100.0%

Before taking this survey, I was fully aware that I have the legal right to: Refuse to work in conditions I believe to be unsafe.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Yes, I was aware	29	96.7%	13	92.9%	16	100.0%
No, I was not aware	0	0.0%	0	0.0%	0	0.0%
No Response	1	3.3%	1	7.1%	0	0.0%
Total	30	100.0%	14	100.0%	16	100.0%

Before taking this survey, I was fully aware that I have the legal right to: Complain to MSHA if I have been retaliated against for exercising my rights under the Mine Act.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Yes, I was aware	23	76.7%	11	78.6%	12	75.0%
No, I was not aware	7	23.3%	3	21.4%	4	25.0%
Total	30	100.0%	14	100.0%	16	100.0%

At my mine, I would feel comfortable: Making a complaint about a possible danger or safety violation to my mine management.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	9	30.0%	4	28.6%	5	31.3%
Agree	16	53.3%	9	64.3%	7	43.8%
Neutral	3	10.0%	0	0.0%	3	18.8%
Disagree	1	3.3%	0	0.0%	1	6.3%
Strongly Disagree	1	3.3%	1	7.1%	0	0.0%
Total	30	100.0%	14	100.0%	16	100.0%

At my mine, I would feel comfortable: Telling MSHA or a state agency about a possible safety hazard.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	10	33.3%	7	50.0%	3	18.8%
Agree	11	36.7%	4	28.6%	7	43.8%
Neutral	2	6.7%	2	14.3%	0	0.0%
Disagree	7	23.3%	1	7.1%	6	37.5%
Strongly Disagree	0	0.0%	0	0.0%	0	0.0%
No Response	0	0.0%	0	0.0%	0	0.0%
Total	30	100.0%	14	100.0%	16	100.0%

At my mine, I would feel comfortable: Choosing a representative to participate in all aspects of a mine inspection.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	11	36.7%	6	42.9%	5	31.3%
Agree	7	23.3%	5	35.7%	2	12.5%
Neutral	7	23.3%	2	14.3%	5	31.3%
Disagree	5	16.7%	1	7.1%	4	25.0%
Strongly Disagree	0	0.0%	0	0.0%	0	0.0%
Total	30	100.0%	14	100.0%	16	100.0%

At my mine, I would feel comfortable: Getting an X-ray for signs of Black Lung, paid for by my employer.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	17	56.7%	10	71.4%	7	43.8%
Agree	5	16.7%	2	14.3%	3	18.8%
Neutral	6	20.0%	2	14.3%	4	25.0%
Disagree	2	6.7%	0	0.0%	2	12.5%
Strongly Disagree	0	0.0%	0	0.0%	0	0.0%
Total	30	100.0%	14	100.0%	16	100.0%

At my mine, I would feel comfortable: Asking for a transfer to a less dusty job if I am diagnosed with Black Lung.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	14	46.7%	8	57.1%	6	37.5%
Agree	7	23.3%	4	28.6%	3	18.8%
Neutral	7	23.3%	1	7.1%	6	37.5%
Disagree	1	3.3%	0	0.0%	1	6.3%
Strongly Disagree	0	0.0%	0	0.0%	0	0.0%
No Response	1	3.3%	1	7.1%	0	0.0%
Total	30	100.0%	14	100.0%	16	100.0%

At my mine, I would feel comfortable: Refusing to operate equipment I am not trained to use, and telling my supervisor.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	14	46.7%	10	71.4%	4	25.0%
Agree	13	43.3%	4	28.6%	9	56.3%
Neutral	3	10.0%	0	0.0%	3	18.8%
Disagree	0	0.0%	0	0.0%	0	0.0%
Strongly Disagree	0	0.0%	0	0.0%	0	0.0%
Total	30	100.0%	14	100.0%	16	100.0%

At my mine, I would feel comfortable: Refusing to work in conditions I believe to be unsafe or unhealthy.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	14	46.7%	9	64.3%	5	31.3%
Agree	11	36.7%	5	35.7%	6	37.5%
Neutral	3	10.0%	0	0.0%	3	18.8%
Disagree	2	6.7%	0	0.0%	2	12.5%
Strongly Disagree	0	0.0%	0	0.0%	0	0.0%
Total	30	100.0%	14	100.0%	16	100.0%

At my mine, I would feel comfortable: Complaining to MSHA if I have been retaliated against for exercising my rights under the Mine Act.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	15	50.0%	9	64.3%	6	37.5%
Agree	5	16.7%	2	14.3%	3	18.8%
Neutral	7	23.3%	3	21.4%	4	25.0%
Disagree	2	6.7%	0	0.0%	2	12.5%
Strongly Disagree	1	3.3%	0	0.0%	1	6.3%
Total	30	100.0%	14	100.0%	16	100.0%

If I saw a safety hazard, I would: Fix it myself.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	9	30.0%	5	35.7%	4	25.0%
Agree	11	36.7%	6	42.9%	5	31.3%
Neutral	2	6.7%	1	7.1%	1	6.3%
Disagree	1	3.3%	1	7.1%	0	0.0%
Strongly Disagree	1	3.3%	1	7.1%	0	0.0%
No Response	6	20.0%	0	0.0%	6	37.5%
Total	30	100.0%	14	100.0%	16	100.0%

If I saw a safety hazard, I would: Tell someone outside the mine.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	5	16.7%	4	28.6%	1	6.3%
Agree	11	36.7%	5	35.7%	6	37.5%
Neutral	6	20.0%	2	14.3%	4	25.0%
Disagree	5	16.7%	1	7.1%	4	25.0%
Strongly Disagree	2	6.7%	1	7.1%	1	6.3%
No Response	1	3.3%	1	7.1%	0	0.0%
Total	30	100.0%	14	100.0%	16	100.0%

If I saw a safety hazard, I would: Tell a coworker.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	10	33.3%	6	42.9%	4	25.0%
Agree	17	56.7%	5	35.7%	12	75.0%
Neutral	2	6.7%	2	14.3%	0	0.0%
Disagree	1	3.3%	1	7.1%	0	0.0%
Strongly Disagree	0	0.0%	0	0.0%	0	0.0%
Total	30	100.0%	14	100.0%	16	100.0%

If I saw a safety hazard, I would: Tell a union representative.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	7	23.3%	6	42.9%	1	6.3%
Agree	8	26.7%	4	28.6%	4	25.0%
Neutral	8	26.7%	2	14.3%	6	37.5%
Disagree	2	6.7%	0	0.0%	2	12.5%
Strongly Disagree	3	10.0%	0	0.0%	3	18.8%
No Response	2	6.7%	2	14.3%	0	0.0%
Total	30	100.0%	14	100.0%	16	100.0%

If I saw a safety hazard, I would: Tell a miner's representative.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	9	30.0%	8	57.1%	1	6.3%
Agree	10	33.3%	4	28.6%	6	37.5%
Neutral	7	23.3%	1	7.1%	6	37.5%
Disagree	2	6.7%	0	0.0%	2	12.5%
Strongly Disagree	1	3.3%	0	0.0%	1	6.3%
No Response	1	3.3%	1	7.1%	0	0.0%
Total	30	100.0%	14	100.0%	16	100.0%

If I saw a safety hazard, I would: Tell my supervisor.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	18	60.0%	11	78.6%	7	43.8%
Agree	11	36.7%	3	21.4%	8	50.0%
Neutral	1	3.3%	0	0.0%	1	6.3%
Disagree	0	0.0%	0	0.0%	0	0.0%
Strongly Disagree	0	0.0%	0	0.0%	0	0.0%
Total	30	100.0%	14	100.0%	16	100.0%

If I saw a safety hazard, I would: Tell my mine management.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	12	40.0%	9	64.3%	3	18.8%
Agree	13	43.3%	4	28.6%	9	56.3%
Neutral	2	6.7%	0	0.0%	2	12.5%
Disagree	2	6.7%	0	0.0%	2	12.5%
Strongly Disagree	0	0.0%	0	0.0%	0	0.0%
No Response	1	3.3%	1	7.1%	0	0.0%
Total	30	100.0%	14	100.0%	16	100.0%

If I saw a safety hazard, I would: Tell the mine inspector next time they come to the mine.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	10	33.3%	7	50.0%	3	18.8%
Agree	7	23.3%	3	21.4%	4	25.0%
Neutral	8	26.7%	3	21.4%	5	31.3%
Disagree	2	6.7%	1	7.1%	1	6.3%
Strongly Disagree	3	10.0%	0	0.0%	3	18.8%
Total	30	100.0%	14	100.0%	16	100.0%

If I saw a safety hazard, I would: Call MSHA's hotline.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	4	13.3%	2	14.3%	2	12.5%
Agree	6	20.0%	5	35.7%	1	6.3%
Neutral	14	46.7%	5	35.7%	9	56.3%
Disagree	4	13.3%	1	7.1%	3	18.8%
Strongly Disagree	1	3.3%	0	0.0%	1	6.3%
No Response	1	3.3%	1	7.1%	0	0.0%
Total	30	100.0%	14	100.0%	16	100.0%

If I saw a safety hazard, I would: Call MSHA's field or district office.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	5	16.7%	2	14.3%	3	18.8%
Agree	4	13.3%	3	21.4%	1	6.3%
Neutral	15	50.0%	7	50.0%	8	50.0%
Disagree	4	13.3%	1	7.1%	3	18.8%
Strongly Disagree	1	3.3%	0	0.0%	1	6.3%
No Response	1	3.3%	1	7.1%	0	0.0%
Total	30	100.0%	14	100.0%	16	100.0%

If I saw a safety hazard, I would: Tell a state agency.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	6	20.0%	4	28.6%	2	12.5%
Agree	5	16.7%	3	21.4%	2	12.5%
Neutral	13	43.3%	5	35.7%	8	50.0%
Disagree	5	16.7%	2	14.3%	3	18.8%
Strongly Disagree	1	3.3%	0	0.0%	1	6.3%
Total	30	100.0%	14	100.0%	16	100.0%

If I saw a safety hazard, I would: Not say anything.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	2	6.7%	0	0.0%	2	12.5%
Agree	1	3.3%	0	0.0%	1	6.3%
Neutral	1	3.3%	1	7.1%	0	0.0%
Disagree	9	30.0%	1	7.1%	8	50.0%
Strongly Disagree	16	53.3%	12	85.7%	4	25.0%
No Response	1	3.3%	0	0.0%	1	6.3%
Total	30	100.0%	14	100.0%	16	100.0%

The last time I saw a safety hazard, I told someone at my mine or a Federal or state agency:	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Yes	27	90.0%	13	92.9%	14	87.5%
No	3	10.0%	1	7.1%	2	12.5%
Total	30	100.0%	14	100.0%	16	100.0%

I did not tell anyone about the safety hazard because:	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Someone else told before I had the chance	1	33.3%	0	0.0%	1	50.0%
The hazard was fixed before I could tell anyone	3	100.0%	1	100.0%	2	100.0%
The hazard was going to be fixed whether I told someone or not	0	0.0%	0	0.0%	0	0.0%
I didn't know who to tell	0	0.0%	0	0.0%	0	0.0%
I didn't know how to tell someone	0	0.0%	0	0.0%	0	0.0%
I was concerned about being treated differently by my Mine management	1	33.3%	0	0.0%	1	50.0%
I was concerned about being treated differently by my Supervisor	1	33.3%	0	0.0%	1	50.0%
I was concerned about being treated differently by my Coworkers	1	33.3%	0	0.0%	1	50.0%
I was concerned that it might close the production area and cost time off the job	0	0.0%	0	0.0%	0	0.0%
Other	0	0.0%	0	0.0%	0	0.0%

I told:	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Someone outside the mine	5	18.5%	2	15.4%	3	21.4%
A coworker	16	59.3%	7	53.8%	9	64.3%
My supervisor	25	92.6%	12	92.3%	13	92.9%
Some other supervisor or person in a position of authority	9	33.3%	4	30.8%	5	35.7%
A union representative	7	25.9%	7	53.8%	0	0.0%
A miner's representative	6	22.2%	6	46.2%	0	0.0%
A mine inspector	5	18.5%	5	38.5%	0	0.0%
MSHA field or district office	2	7.4%	2	15.4%	0	0.0%
MSHA hotline	1	3.7%	1	7.7%	0	0.0%
State government agency	3	11.1%	3	23.1%	0	0.0%
Other	3	11.1%	1	7.7%	2	14.3%

After I reported the hazard:	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
I'm not sure what happened	1	3.7%	0	0.0%	1	7.1%
The hazard was fixed	23	85.2%	11	84.6%	12	85.7%
The hazard was not fixed	1	3.7%	1	7.7%	0	0.0%
Someone was injured	0	0.0%	0	0.0%	0	0.0%
That section of the mine was closed for a while	1	3.7%	0	0.0%	1	7.1%
The mine operator got a citation for a safety violation	3	11.1%	2	15.4%	1	7.1%
Other	1	3.7%	1	7.7%	0	0.0%

After I reported the hazard, I felt some negative reaction from my coworkers:	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Yes	2	7.4%	0	0.0%	2	14.3%
No	25	92.6%	13	100.0%	12	85.7%
Total	27	100.0%	13	100.0%	14	100.0%

The negative reaction from my coworkers included:	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Silent treatment	1	50.0%	0	#DIV/0!	1	50.0%
Left out of social get-togethers outside of work	0	0.0%	0	#DIV/0!	0	0.0%
Lost friendships	1	50.0%	0	#DIV/0!	1	50.0%
Criticism or teasing	2	100.0%	0	#DIV/0!	2	100.0%
Mild threats	2	100.0%	0	#DIV/0!	2	100.0%
Other	0	0.0%	0	#DIV/0!	0	0.0%

After I reported the hazard, I felt some negative reaction from management.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Yes	5	18.5%	3	23.1%	2	14.3%
No	22	81.5%	10	76.9%	12	85.7%
Total	27	100.0%	13	100.0%	14	100.0%

The negative reaction from my management included:	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Lost my job	0	0.0%	0	0.0%	0	0.0%
Lost work hours	1	20.0%	0	0.0%	1	50.0%
Lost perks (such as time off for personal matters, use of company vehicle, etc.)	1	20.0%	0	0.0%	1	50.0%
Transfer to a worse job	2	40.0%	1	33.3%	1	50.0%
Reassignment to another shift, or rotated between shifts	0	0.0%	0	0.0%	0	0.0%
Lost pay, or had pay cut due to work reassignment	0	0.0%	0	0.0%	0	0.0%
Lower raise or lower bonus than expected	0	0.0%	0	0.0%	0	0.0%
More frequent on-the-job discipline or criticism	3	60.0%	1	33.3%	2	100.0%
Unexpected drug/alcohol test	0	0.0%	0	0.0%	0	0.0%
Other	1	20.0%	1	33.3%	0	0.0%

I trust MSHA to: Stand up for my rights as a miner	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	11	36.7%	8	57.1%	3	18.8%
Agree	8	26.7%	3	21.4%	5	31.3%
Neutral	5	16.7%	1	7.1%	4	25.0%
Disagree	1	3.3%	1	7.1%	0	0.0%
Strongly Disagree	2	6.7%	0	0.0%	2	12.5%
No Response	3	10.0%	1	7.1%	2	12.5%
Total	30	100.0%	14	100.0%	16	100.0%

I trust MSHA to: Keep what I tell them confidential (not tell my employer)	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Strongly Agree	10	33.3%	8	57.1%	2	12.5%
Agree	8	26.7%	3	21.4%	5	31.3%
Neutral	2	6.7%	1	7.1%	1	6.3%
Disagree	5	16.7%	0	0.0%	5	31.3%
Strongly Disagree	3	10.0%	1	7.1%	2	12.5%
No Response	2	6.7%	1	7.1%	1	6.3%
Total	30	100.0%	14	100.0%	16	100.0%

In the past two years, I had at least one mining-related injury or illness that needed medical attention beyond first aid.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Yes	6	20.0%	3	21.4%	3	18.8%
No	23	76.7%	10	71.4%	13	81.3%
No Response	1	3.3%	1	7.1%	0	0.0%
Total	30	100.0%	14	100.0%	16	100.0%

I told my mine management about the last injury or illness I had that needed medical attention.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Yes	5	62.5%	3	60.0%	2	40.0%
No	1	12.5%	0	0.0%	1	20.0%
Total	6	75.0%	3	60.0%	3	60.0%

I did not report the injury or illness because I did not want to:	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Lose a bonus or prize for myself	0	0.0%	0	0.0%	0	0.0%
Lose a bonus or prize for coworkers	0	0.0%	0	0.0%	0	0.0%
Face discipline or criticism	1	100.0%	0	0.0%	1	100.0%
Face a drug/alcohol test	0	0.0%	0	0.0%	0	0.0%
Break the mine's record for low numbers of reportable or lost-time accidents	0	0.0%	0	0.0%	0	0.0%
Be seen as an accident-prone or careless worker	1	100.0%	0	0.0%	1	100.0%
Go through a workers' compensation investigation	1	100.0%	0	0.0%	1	100.0%
Other	0	0.0%	0	0.0%	0	0.0%

How free do you feel to exercise your rights in your mine without fear of retaliation?	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
5 Extremely free	10	33.3%	4	28.6%	6	37.5%
4	7	23.3%	6	42.9%	1	6.3%
3	7	23.3%	4	28.6%	3	18.8%
2	1	3.3%	0	0.0%	1	6.3%
1 Not free at all	5	16.7%	0	0.0%	5	31.3%
Total	30	100.0%	14	100.0%	16	100.0%

What is the name of the mine you currently work in?	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
I do not want to name my mine	13	43.3%	4	28.6%	9	56.3%
I have filled in the name in the space below	7	23.3%	2	14.3%	5	31.3%
No Response	10	33.3%	8	57.1%	2	12.5%
Total	30	100.0%	14	100.0%	16	100.0%

I work in:	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Underground - Coal	11	73.3%	4	80.0%	7	70.0%
Surface - Coal	3	20.0%	1	20.0%	2	20.0%
No Response	1	6.7%	0	0.0%	1	10.0%
Total	15	100.0%	5	100.0%	10	100.0%

I work for a contractor.	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Yes	2	13.3%	0	0.0%	2	20.0%
No	12	80.0%	4	80.0%	8	80.0%
No Response	1	6.7%	1	20.0%	0	0.0%
Total	15	100.0%	5	100.0%	10	100.0%

My job title/role is:	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Mining Machine Operator	2	13.3%	0	0.0%	2	20.0%
Mechanic/Maintenance	1	6.7%	1	20.0%	0	0.0%
Electrician	2	13.3%	0	0.0%	2	20.0%
Supervisor/Foreman	1	6.7%	0	0.0%	1	10.0%
Beltman/Boom Operator	2	13.3%	0	0.0%	2	20.0%
Rock/Roof Bolter	0	0.0%	0	0.0%	0	0.0%
Laborer	1	6.7%	0	0.0%	1	10.0%
Other	4	26.7%	3	60.0%	1	10.0%
No Response	2	13.3%	1	20.0%	1	10.0%
Total	15	100.0%	5	100.0%	10	100.0%

Every year, my mine produces:	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
100,000 - 500,000 tons of coal	2	13.3%	0	0.0%	2	20.0%
500,000 - 750,000 tons of coal	0	0.0%	0	0.0%	0	0.0%
1,000,000 or more tons of coal	5	33.3%	4	80.0%	1	10.0%
Don't know	8	53.3%	1	20.0%	7	70.0%
No Response	0	0.0%	0	0.0%	0	0.0%
Total	15	100.0%	5	100.0%	10	100.0%

The total number of workers at my mine is:	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
1 to 9	1	6.7%	1	20.0%	0	0.0%
10 to 19	4	26.7%	0	0.0%	4	40.0%
20 to 34	0	0.0%	0	0.0%	0	0.0%
35 to 99	2	13.3%	0	0.0%	2	20.0%
100 to 249	2	13.3%	0	0.0%	2	20.0%
250 or more	5	33.3%	4	80.0%	1	10.0%
Don't know	1	6.7%	0	0.0%	1	10.0%
Total	15	100.0%	5	100.0%	10	100.0%

The total number of workers at all mine sites managed by my mine company is:	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
1 to 19	2	13.3%	0	0.0%	2	20.0%
20 to 99	1	6.7%	0	0.0%	1	10.0%
100 to 249	0	0.0%	0	0.0%	0	0.0%
250 to 500	1	6.7%	0	0.0%	1	10.0%
500 to 1,000	2	13.3%	1	20.0%	1	10.0%
1,000 to 3,000	0	0.0%	0	0.0%	0	0.0%
3,000 or more	3	20.0%	1	20.0%	2	20.0%
Don't know	6	40.0%	3	60.0%	3	30.0%
No Response	0	0.0%	0	0.0%	0	0.0%
Total	15	100.0%	5	100.0%	10	100.0%

I have worked for my current employer for:	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
1	3	10.0%	0	0.0%	3	18.8%
1.5	1	3.3%	0	0.0%	1	6.3%
2	4	13.3%	1	7.1%	3	18.8%
3	2	6.7%	1	7.1%	1	6.3%
4	3	10.0%	2	14.3%	1	6.3%
5	3	10.0%	1	7.1%	2	12.5%
6	1	3.3%	1	7.1%	0	0.0%
7	2	6.7%	1	7.1%	1	6.3%
8	0	0.0%	0	0.0%	0	0.0%
10	1	3.3%	0	0.0%	1	6.3%
12	1	3.3%	0	0.0%	1	6.3%
13	1	3.3%	1	7.1%	0	0.0%
18	1	3.3%	1	7.1%	0	0.0%
19	1	3.3%	0	0.0%	1	6.3%
24	1	3.3%	1	7.1%	0	0.0%
30	1	3.3%	1	7.1%	0	0.0%
33	1	3.3%	0	0.0%	1	6.3%
34	1	3.3%	1	7.1%	0	0.0%
35	1	3.3%	1	7.1%	0	0.0%
38	1	3.3%	1	7.1%	0	0.0%
No Response	0	0.0%	0	0.0%	0	0.0%
Total	30	100.0%	14	100.0%	16	100.0%

I have worked at my current location for:	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
1	4	13.3%	0	0.0%	4	25.0%
2	4	13.3%	1	7.1%	3	18.8%
3	7	23.3%	4	28.6%	3	18.8%
4	3	10.0%	2	14.3%	1	6.3%
5	3	10.0%	0	0.0%	3	18.8%
6	0	0.0%	0	0.0%	0	0.0%
7	2	6.7%	0	0.0%	2	12.5%
14	1	3.3%	1	7.1%	0	0.0%
18	1	3.3%	1	7.1%	0	0.0%
22	1	3.3%	1	7.1%	0	0.0%
30	1	3.3%	1	7.1%	0	0.0%
34	1	3.3%	1	7.1%	0	0.0%
35	1	3.3%	1	7.1%	0	0.0%
38	1	3.3%	1	7.1%	0	0.0%
No Response	0	0.0%	0	0.0%	0	0.0%
Total	30	100.0%	14	100.0%	16	100.0%

I have worked with my current supervisor or foreman for:	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
0.5	1	3.3%	0	0.0%	1	6.3%
1	7	23.3%	4	28.6%	3	18.8%
2	7	23.3%	3	21.4%	4	25.0%
3	5	16.7%	1	7.1%	4	25.0%
4	4	13.3%	2	14.3%	2	12.5%
6	1	3.3%	0	0.0%	1	6.3%
8	1	3.3%	1	7.1%	0	0.0%
15	1	3.3%	1	7.1%	0	0.0%
33	1	3.3%	0	0.0%	1	6.3%
?	1	3.3%	1	7.1%	0	0.0%
No Response	1	3.3%	1	7.1%	0	0.0%
Total	30	100.0%	14	100.0%	16	100.0%

The highest level of education that I have completed is:	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
Some High School	2	6.7%	1	7.1%	1	6.3%
High School degree or GED	18	60.0%	10	71.4%	8	50.0%
Trade, technical, or vocational education	7	23.3%	2	14.3%	5	31.3%
Associates degree	1	3.3%	0	0.0%	1	6.3%
College degree	2	6.7%	1	7.1%	1	6.3%
No Response	0	0.0%	0	0.0%	0	0.0%
Total	30	100.0%	14	100.0%	16	100.0%

Are you, yourself, of Hispanic or Latino origin or descent, such as Mexican, Puerto Rican, Cuban, or other Spanish background?	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
No, I am not of Hispanic or Latino origin or descent	28	93.3%	12	85.7%	16	100.0%
Rather not say	1	3.3%	1	7.1%	0	0.0%
No Response	1	3.3%	1	7.1%	0	0.0%
Total	30	100.0%	14	100.0%	16	100.0%

What is your race?	All		Belong to a Union		Do Not Belong to Union	
	Count	Percent	Count	Percent	Count	Percent
American Indian or Alaska Native	0	0.0%	0	0.0%	0	0.0%
Asian	0	0.0%	0	0.0%	0	0.0%
Black or African American	0	0.0%	0	0.0%	0	0.0%
Native Hawaiian or Other Pacific Islander	0	0.0%	0	0.0%	0	0.0%
White	29	96.7%	13	92.9%	16	100.0%
Rather not say	1	3.3%	1	7.1%	0	0.0%