

**APPENDIX D:
EMPLOYER SURVEY INSTRUMENT**

MAY I PLEASE SPEAK WITH [INSERT NAME FROM SAMPLE]?

IF NO NAME: May I please speak with the person responsible for hiring, the person who performs payroll duties, or the owner of this establishment?

Hello, my name is _____ and I am calling on behalf of the U.S. Department of Labor Wage and Hour Division. We are conducting a survey today related to materials provided by the Wage and Hour Division Child Labor program. Your participation in the survey is completely voluntary and your identity will remain anonymous.

IF NOL NOT AVAILABLE, ASK TO SPEAK WITH: Person responsible for hiring

Interviewer will screen to speak with the person that is responsible for the establishment's hiring of youth workers. The interviewer will be given contact name information from WHISARD for the establishment to use first. If that person is not available, or no contact information is available for the establishment, then the interviewer will screen to speak with the person:

- Who is responsible for hiring,
- Who performs payroll duties, or
- Who owns the establishment

[(If necessary) Hello, my name is _____ and I am calling on behalf of the U.S. Department of Labor.] We are conducting a survey today related to materials provided by the U.S. Department of Labor's Wage and Hour Division Child Labor program. Specifically we are interested in knowing how useful these materials are to those who employ teens. Your participation in the survey is completely voluntary. We expect this to take no more than 10-15 minutes of your time today. Responses to this data collection will be used only for statistical purposes. The reports prepared for this study will summarize findings across the sample and will not associate responses with a specific organization or individual. We will not provide information that identifies you or your organization to anyone outside the study team, except as required by law.

[If respondent asks whom they can contact for more information: Any questions about this survey, please feel free to call the Wage and Hour Division at (202) 693-0051.

[If asked about the authority/right to call and ask these questions: This survey has been approved by the U.S. Office of Management and Budget under Control # 1225-0059. According to Office of Management and Budget rules, Federal agencies may not conduct and a person is not required to respond to an information collection request unless it has a valid Office of Management and Budget control number.]

S1. When it comes to your responsibilities... [READ LIST & GET A YES OR NO FOR EACH]

- Are you responsible for hiring?
 - Do you perform payroll duties?
 - Are you the owner of this establishment?
 - None of these (**DO NOT READ**)
- [IF YES TO ANY, GO TO Q1]**

RSCRN. May I please speak with someone who is responsible for hiring, performs payroll duties, or is the owner of this establishment?

Yes [GO BACK TO INTRO]

No- REFUSED [TERMINATE]

Q1. In the past three years, do you recall your establishment employing any workers under the age of 18?

- Yes
 No
 Not sure (**DO NOT READ**)

Note to Reviewers: The completed sample will be limited to no more than one-third of the respondents being in the “No” and “Not Sure” category on Q1. WHD expects, however, that this limit will not be reached since the sampling frame will be based on employers that were known to have employed minors within two weeks prior to the employers last investigation.

Q2. How in the past have you tended to get information on youth employment laws?

(DO NOT READ LIST, UNLESS TO CLARIFY BETWEEN OPTIONS)

- Never looked for this type of information [MAKE MUTUALLY EXCLUSIVE]
 Ask a colleague or coworker
 Ask Chamber of Commerce
 Contact the Wage and Hour Division
 Call the U.S. Department of Labor Wage and Hour Division toll-free hotline
 Visit the U.S. Department of Labor web site
 Visit YouthRules! web site
 Refer to U.S. Department of Labor Wage and Hour Division resource – a poster, bookmark or fact sheet
 Information provided during employment investigation or face-to-face consultation
 Direct mailing of employment information
 Contact franchisor or main office
 Contact a human resources or employment law specialist
 Contact state or local government agency
 Contact federal government agency
 Search the internet (i.e. “Google” it)
 Look for information at a library
 Read professional association resources (newsletter, web site)
 Public Service Announcement
 Watch local or national news programs
 Respondent has looked, but does not know/remember [MAKE MUTUALLY EXCLUSIVE]
 Other (please specify) _____

Q3INT. The U.S. Department of Labor Wage and Hour Division have developed a number of items that are designed to help employers understand U.S. Labor law. I’m going to ask you if you have seen any of these items and, if so, how useful you found the item and how satisfied you were with the information presented.

Q3. The U.S. Department of Labor Wage and Hour Division created a pamphlet titled “Handy Reference Guide to the Fair Labor Standards Act” that describes federal rules on wages and youth employment. The pamphlet is white with blue text on the front and is about 20 pages long. Do you recall ever being given or obtaining this guide?

- Yes
- No [If No, Go to Q4]
- Not Sure/Don't Remember (**DO NOT READ**) [If Not Sure, Go to Q4]

Q3a. Did you review the information in the Handy Reference Guide?

- Yes
- No [If No, Go to Q4]
- Not Sure/Don't Remember (**DO NOT READ**) [If Not Sure, Go to Q4]

Q3b. How useful did you find the information in the Handy Reference Guide in helping you understand U.S. youth employment laws? (READ LIST)

- Very useful, it answered all of my questions
- Somewhat useful, it answered some of my questions
- Not useful, it didn't answer any of my questions [If Not useful, Go to Q4]
- Not sure/Don't remember the information it contained (**DO NOT READ**) [If Not Sure, Go to Q4]

Q4]

Q3c. How satisfied were you with the information contained in the Handy Reference Guide? (READ LIST)

- Very satisfied, all of the information was clear to me
- Somewhat satisfied, some of the information was clear to me
- Not at all satisfied, none of the information was clear to me
- Not sure/ Don't remember the information it contained (**DO NOT READ**)

Q4. The U.S. Department of Labor Wage and Hour Division has designed a pamphlet titled “Employer’s Pocket Guide on Youth Employment” that provides employers a quick reference to information about child labor laws. Do you recall ever being given or obtaining a small pamphlet with the title “Employer’s Pocket Guide on Youth Employment”? The pamphlet is sometimes yellow or a light cream color and it specifically focuses on youth employment issues.

- Yes
- No [If No, Go to Q5]
- Not sure/Don't Remember (**DO NOT READ**) [If Not Sure, Go to Q5]

Q4a. Did you review the information in the Employer’s Pocket Guide?

- Yes
- No [If No, Go to Q5]

Not Sure/Don't Remember (**DO NOT READ**) [If Not Sure, Go to Q5]

Q4b. How useful did you find the information in the Employer's Pocket Guide in helping you understand U.S. youth employment laws? (READ LIST)

Very useful, it answered all of my questions
 Somewhat useful, it answered some of my questions
 Not useful, it didn't answer any of my questions [If Not useful, Go to Q5]
 Not sure/Don't remember the information it contained (**DO NOT READ**) [If Not Sure, Go to Q5]

Q4c. How satisfied were you with the information contained in the Employer's Pocket Guide? (READ LIST)

Very satisfied, all of the information was clear to me
 Somewhat satisfied, some of the information was clear to me
 Not at all satisfied, none of the information was clear to me
 Not sure/ Don't remember the information it contained (**DO NOT READ**)

Q5. The U.S. Department of Labor Wage and Hour Division has released a bulletin entitled "Youth Employment Provisions under the Fair Labor Standards Act," sometimes referred to as "Child Labor 101," to help employers and the general public understand the youth employment rules under the Fair Labor Standards Act. Have you ever seen this bulletin explaining teen employment rules?

Yes
 No [If No, Go to Q6]
 Not Sure/Don't Remember (**DO NOT READ**) [If Not Sure, Go to Q6]

Q5a. Did you review the information in the bulletin?

Yes
 No [If No, Go to Q6]
 Not Sure/Don't Remember (**DO NOT READ**) [If Not Sure, Go to Q6]

Q5b. How useful did you find the information in the bulletin in helping you understand U.S. youth employment laws? (READ LIST)

Very useful, it answered all of my questions
 Somewhat useful, it answered some of my questions
 Not useful, it didn't answer any of my questions [If Not useful, Go to Q6]
 Not sure/Don't remember the information it contained (**DO NOT READ**) [If Not Sure, Go to Q6]

Q5c. How satisfied were you with the information contained in the bulletin? (READ LIST)

Very satisfied, all of the information was clear to me
 Somewhat satisfied, some of the information was clear to me

- Not at all satisfied, none of the information was clear to me
- Not sure/ Don't remember the information it contained (**DO NOT READ**)

Q6. The U.S. Department of Labor Wage and Hour Division also distributes fact sheets about special issues in youth employment. For example, these fact sheets have talked about youth employment in general, youth employment issues in specific industries such as restaurants and grocery stores, as well as the dangers of allowing teens to perform certain on-the-job tasks such as operating trash compactors and teen driving. Do you recall being given or obtaining any of these fact sheets?

- Yes
- No [If No, Go to Q15]
- Not Sure/Don't Remember (**DO NOT READ**) [If Not Sure, Go to Q15]

Q6a. What topics did the fact sheets cover?
(DO NOT READ LIST, UNLESS TO CLARIFY BETWEEN OPTIONS)
(SELECT ALL THAT APPLY)

- General information on youth employment laws [If selected, go to Q7]
- Teen Driving [If selected, go to Q8]
- Power driven paper balers and trash compactors [If selected, go to Q9]
- Roofing and work on or around a roof [If selected, go to Q10]
- Fast food restaurants [If selected, go to Q11]
- Full service restaurants [If selected, go to Q12]
- Supermarkets or grocery stores [If selected, go to Q13]
- Use of meat slicers, other equipment for baking or cooking [If selected, go to Q14]
- Other, Please specify: _____ [If only other selected, Go to Q15]
- Not Sure/Don't remember the topics [If Not Sure, Go to Q15]

Q7. Did you review the information in the General information fact sheet?

- Yes
- No [If No, Go to next fact sheet selected, or Q15 if none]
- Not Sure/Don't remember (**DO NOT READ**) [If Not sure, Go to next fact sheet selected, or Q15 if none]

Q7a. How useful did you find the General information in the fact sheet in helping you understand U.S. youth employment laws? (READ LIST)

- Very useful, it answered all of my questions
- Somewhat useful, it answered some of my questions
- Not useful, it didn't answer any of my questions [If Not useful, Go to next fact sheet selected, or Q15 if none]
- Not sure/Don't remember the information it contained (**DO NOT READ**) [If Not sure, Go to next fact sheet selected, or Q15 if none]

Q7b. How satisfied were you with the information contained in the fact sheet? (READ LIST)

- Very satisfied, all of the information was clear to me
- Somewhat satisfied, some of the information was clear to me
- Not at all satisfied, none of the information was clear to me

Not sure/ Don't remember the information it contained (**DO NOT READ**)

Q8. Did you review the information in the Teen Driving fact sheet?

- Yes
- No [If No, Go to next fact sheet selected, or Q15 if none]
- Not Sure/Don't remember (**DO NOT READ**) [If Not sure, Go to next fact sheet selected, or Q15 if none]

Q8a. How useful did you find the information in the fact sheet in helping you understand U.S. youth employment laws? (READ LIST)

- Very useful, it answered all of my questions
- Somewhat useful, it answered some of my questions
- Not useful, it didn't answer any of my questions [If Not useful, Go to next fact sheet selected, or Q15 if none]
- Not sure/Don't remember the information it contained (**DO NOT READ**) [If Not sure, Go to next fact sheet selected, or Q15 if none]

Q8b. How satisfied were you with the information contained in the fact sheet? (READ LIST)

- Very satisfied, all of the information was clear to me
- Somewhat satisfied, some of the information was clear to me
- Not at all satisfied, none of the information was clear to me
- Not sure/ Don't remember the information it contained (**DO NOT READ**)

Q9. Did you review the information in the fact sheet on Power-driven Paper Balers?

- Yes
- No [If No, Go to next fact sheet selected, or Q15 if none]
- Not Sure/Don't remember (**DO NOT READ**) [If Not sure, Go to next fact sheet selected, or Q15 if none]

Q9a. How useful did you find the information in the fact sheet in helping you understand U.S. youth employment laws? (READ LIST)

- Very useful, it answered all of my questions
- Somewhat useful, it answered some of my questions
- Not useful, it didn't answer any of my questions [If Not useful, Go to next fact sheet selected, or Q15 if none]
- Not sure/Don't remember the information it contained (**DO NOT READ**) [If Not sure, Go to next fact sheet selected, or Q15 if none]

Q9b. How satisfied were you with the information contained in the fact sheet? (READ LIST)

- Very satisfied, all of the information was clear to me
- Somewhat satisfied, some of the information was clear to me
- Not at all satisfied, none of the information was clear to me
- Not sure/ Don't remember the information it contained (**DO NOT READ**)

Q10. Did you review the information in the Roofing fact sheet?

- Yes
- No [If No, Go to next fact sheet selected, or Q15 if none]
- Not Sure/Don't remember (**DO NOT READ**) [If Not sure, Go to next fact sheet selected, or Q15 if none]

Q10a. How useful did you find the information in the fact sheet in helping you understand U.S. youth employment laws? (READ LIST)

- Very useful, it answered all of my questions
- Somewhat useful, it answered some of my questions
- Not useful, it didn't answer any of my questions [If Not useful, Go to next fact sheet selected, or Q15 if none]
- Not sure/Don't remember the information it contained (**DO NOT READ**) [If Not sure, Go to next fact sheet selected, or Q15 if none]

Q10b. How satisfied were you with the information contained in the fact sheet? (READ LIST)

- Very satisfied, all of the information was clear to me
- Somewhat satisfied, some of the information was clear to me
- Not at all satisfied, none of the information was clear to me
- Not sure/ Don't remember the information it contained (**DO NOT READ**)

Q11. Did you review the information in the Fast Food Restaurant fact sheet?

- Yes
- No [If No, Go to next fact sheet selected, or Q15 if none]
- Not Sure/Don't remember (**DO NOT READ**) [If Not sure, Go to next fact sheet selected, or Q15 if none]

Q11a. How useful did you find the information in the fact sheet in helping you understand U.S. youth employment laws? (READ LIST)

- Very useful, it answered all of my questions
- Somewhat useful, it answered some of my questions
- Not useful, it didn't answer any of my questions [If Not useful, Go to next fact sheet selected, or Q15 if none]
- Not sure/Don't remember the information it contained (**DO NOT READ**) [If Not sure, Go to next fact sheet selected, or Q15 if none]

Q11b. How satisfied were you with the information contained in the fact sheet? (READ LIST)

- Very satisfied, all of the information was clear to me
- Somewhat satisfied, some of the information was clear to me
- Not at all satisfied, none of the information was clear to me
- Not sure/ Don't remember the information it contained (**DO NOT READ**)

Q12. Did you review the information in the Full Service Restaurant fact sheet?

- Yes
- No [If No, Go to next fact sheet selected, or Q15 if none]
- Not Sure/Don't remember (**DO NOT READ**) [If Not sure, Go to next fact sheet selected, or Q15 if none]

Q12a. How useful did you find the information in the fact sheet in helping you understand U.S. youth employment laws? (READ LIST)

- Very useful, it answered all of my questions
- Somewhat useful, it answered some of my questions
- Not useful, it didn't answer any of my questions [If Not useful, Go to next fact sheet selected, or Q15 if none]
- Not sure/Don't remember the information it contained (**DO NOT READ**) [If Not sure, Go to next fact sheet selected, or Q15 if none]

Q12b. How satisfied were you with the information contained in the fact sheet? (READ LIST)

- Very satisfied, all of the information was clear to me
- Somewhat satisfied, some of the information was clear to me
- Not at all satisfied, none of the information was clear to me
- Not sure/ Don't remember the information it contained (**DO NOT READ**)

Q13. Did you review the information in the Grocery Store fact sheet?

- Yes
- No [If No, Go to next fact sheet selected, or Q15 if none]
- Not Sure/Don't remember (**DO NOT READ**) [If Not sure, Go to next fact sheet selected, or Q15 if none]

Q13a. How useful did you find the information in the fact sheet in helping you understand U.S. youth employment laws? (READ LIST)

- Very useful, it answered all of my questions
- Somewhat useful, it answered some of my questions
- Not useful, it didn't answer any of my questions [If Not useful, Go to next fact sheet selected, or Q15 if none]
- Not sure/Don't remember the information it contained (**DO NOT READ**) [If Not sure, Go to next fact sheet selected, or Q15 if none]

Q13b. How satisfied were you with the information contained in the fact sheet? (READ LIST)

- Very satisfied, all of the information was clear to me
- Somewhat satisfied, some of the information was clear to me
- Not at all satisfied, none of the information was clear to me
- Not sure/ Don't remember the information it contained (**DO NOT READ**)

Q14. Did you review the information in the fact sheet on meat slicers, or other equipment for baking or cooking?

- Yes
- No [If No, Go to Q15]
- Not Sure/Don't remember (**DO NOT READ**) [If Not sure, Go to Q15]

Q14a. How useful did you find the information in the fact sheet in helping you understand U.S. youth employment laws? (READ LIST)

- Very useful, it answered all of my questions
- Somewhat useful, it answered some of my questions
- Not useful, it didn't answer any of my questions [If Not useful, Go to Q15]
- Not sure/Don't remember the information it contained (**DO NOT READ**) [If Not sure, Go to Q15]

Q14b. How satisfied were you with the information contained in the fact sheet? (READ LIST)

- Very satisfied, all of the information was clear to me
- Somewhat satisfied, some of the information was clear to me
- Not at all satisfied, none of the information was clear to me
- Not sure/ Don't remember the information it contained (**DO NOT READ**)

Q15. The U.S. Department of Labor Wage and Hour Division makes stickers that can be attached to equipment or in other easy-to-see places to help employers warn teens about equipment that they are not allowed to operate, such as forklifts, meat slicers, and scrap paper balers. Are you familiar with these stickers?

- Yes
- No [If No, Go to Q16]
- Not Sure/Don't Remember (**DO NOT READ**) [If Not Sure, Go to Q16]

Q15a. Have you used these stickers at your establishment?

- Yes
- No [If No, Go to Q16]
- Not Sure (**DO NOT READ**) [If Not Sure, Go to Q16]
- Don't have equipment that requires stickers (**DO NOT READ**) [Go to Q16]

Q15b. How helpful did you find the warning stickers in informing your youth workers about what they cannot do or use in the workplace? (READ LIST)

- Very helpful
- Somewhat helpful
- Not helpful
- Not sure/Don't remember the information it contained (**DO NOT READ**)

Q16. The U.S. Department of Labor Wage and Hour Division maintains a Web site called YouthRules! (www.youthrules.gov), where you can access a variety of information about youth employment laws. Do you recall ever hearing about this web site?

- Yes
- No [If No, Go to Q17]
- Not Sure/Don't Remember (**DO NOT READ**) [If Not Sure, Go to Q17]

Q16a. Did you ever visit the web site and review the information there?

- Yes
- No [If No, Go to Q17]
- Not Sure/Don't Remember (**DO NOT READ**) [If Not Sure, Go to Q17]

Q16b. How useful did you find the information on the Web site in helping you understand U.S. youth employment laws? (READ LIST)

- Very useful, it answered all of my questions
- Somewhat useful, it answered some of my questions
- Not useful, it didn't answer any of my questions [If Not useful, Go to Q17]
- Not Sure/Don't remember the information it contained (**DO NOT READ**) [If Not Sure, Go to Q17]

Q16c. How satisfied were you with the information contained on the Web site? (READ LIST)

- Very satisfied, all of the information was clear to me
- Somewhat satisfied, some of the information was clear to me
- Not at all satisfied, none of the information was clear to me
- Not sure/ Don't remember the information it contained (**DO NOT READ**)

Q17. How comfortable are you using the internet to find information? (READ LIST)

- Very comfortable
- Somewhat comfortable
- Not Very comfortable
- Not at all comfortable
- Not sure/Don't remember (**DO NOT READ**)

Q18. The U.S. Department of Labor Wage and Hour Division maintains a toll-free hotline, 1-866-4US-WAGE, to answer questions and concerns about major employment rules. Do you recall ever hearing about the Wage and Hour Division toll-free hotline?

- Yes
- No [If No, Go to Q19]
- Not Sure/Don't Remember (**DO NOT READ**) [If Not Sure, Go to Q19]

Q18a. Have you ever called the toll-free hotline for any reason?

- Yes
- No [If No, Go to Q19]
- Not Sure/Don't Remember (**DO NOT READ**) [If Not Sure, Go to Q19]

Q18b. Have you ever called the toll-free hotline for more information about federal youth employment laws?

- Yes
- No [If No, Go to Q19]
- Not Sure/Don't Remember (**DO NOT READ**) [If Not Sure, Go to Q19]

Q18c. How useful did you find the toll-free hotline in helping you understand U.S. youth employment laws? (READ LIST)

- Very useful, it answered all of my questions
- Somewhat useful, it answered some of my questions
- Not useful, it didn't answer any of my questions [If Not useful, Go to Q19]
- Not sure/Don't remember the information it contained (**DO NOT READ**) [If Not Sure, Go to

Q19]

Q18d. How satisfied were you with the youth employment information provided to you by the toll-free hotline? (READ LIST)

- Very satisfied, all of the information was clear to me
- Somewhat satisfied, some of the information was clear to me
- Not at all satisfied, none of the information was clear to me
- Not sure/ Don't remember the information it contained (**DO NOT READ**)

Q19. Periodically the U.S. Department of Labor Wage and Hour Division mails packets of information about the *federal* youth employment laws directly to employers. Do you recall ever receiving a compliance assistance mailing about federal youth employment laws from the Wage and Hour Division?

- Yes
- No [If No, Go to Q20]
- Not Sure/Don't Remember (**DO NOT READ**) [If Not Sure, Go to Q20]

Q19a. Did you review the information in the compliance assistance mailing?

- Yes
- No [If No, Go to Q20]
- Not Sure/Don't Remember (**DO NOT READ**) [If Not Sure, Go to Q20]

Q19b. How useful did you find the direct mailing of compliance assistance information in helping you understand U.S. youth employment laws? (READ LIST)

- Very useful, it answered all of my questions
- Somewhat useful, it answered some of my questions
- Not useful, it didn't answer any of my questions [If Not useful, Go to Q20]
- Not sure/Don't remember the information it contained (**DO NOT READ**) [If Not Sure,

Go to Q20]

Q19c. How satisfied were you with the direct mailing of compliance assistance information that you received? (READ LIST)

- Very satisfied, all of the information was clear to me
- Somewhat satisfied, some of the information was clear to me
- Not at all satisfied, none of the information was clear to me
- Not sure/ Don't remember the information it contained (**DO NOT READ**)

Q20. The U.S. Department of Labor Wage and Hour Division has released a flyer titled "TIPS for Achieving Compliance with Child Labor Laws" to provide employers with ideas to improve compliance with youth employment laws. The flyer is one page, white and features a four-column table. Do you recall being given or obtaining one of these flyers?

- Yes
- No [If No, go to Q21INT]
- Not Sure/Don't Remember (**DO NOT READ**) [If Not Sure, Go to Q21INT]

Q20a. Did you review the information in the flyer?

- Yes
- No [If No, Go to Q21INT]
- Not Sure/Don't Remember (**DO NOT READ**) [If Not Sure, Go to Q21INT]

Q20b. How useful did you find the information in the flyer in helping you understand U.S. youth employment laws? (READ LIST)

- Very useful, it answered all of my questions
- Somewhat useful, it answered some of my questions
- Not useful, it didn't answer any of my questions [If Not useful, Go to Q21INT]
- Not sure/Don't remember the information it contained (**DO NOT READ**) [If Not Sure,

Go to Q21INT]

Q20c. How satisfied were you with the information contained in the flyer? (READ LIST)

- Very satisfied, all of the information was clear to me
- Somewhat satisfied, some of the information was clear to me
- Not at all satisfied, none of the information was clear to me
- Not sure/ Don't remember the information it contained (**DO NOT READ**)

Q21INT. The Wage and Hour Division is also interested in knowing the types of information that you use and the types of information that you find useful in helping you comply with youth employment laws. This information will assist the Wage and Hour Division in designing materials that will contain the information that employers need to assist them in complying with the law.

Q21. From the following list, please indicate which item is the most important to your business. (READ ENTIRE LIST BEFORE ACCEPTING RESPONSE)

- Avoiding operating the business in a state of noncompliance
- Avoiding injuries in the work place
- Avoiding being investigated by the Wage and Hour Division
- Avoiding being cited for violations by the Wage and Hour Division
- Avoiding a monetary penalty for being out of compliance
- Avoiding the potential bad press associated with being found in violation of the law
- Not Sure/Don't Remember (**DO NOT READ**) [SKIP TO Q22INT]

Q21a. From the same list, what would be the second most important item? I can restate the list if you need. (READ LIST IF NECESSARY)

- Avoiding operating the business in a state of noncompliance
- Avoiding injuries in the work place
- Avoiding being investigated by the Wage and Hour Division
- Avoiding being cited for violations by the Wage and Hour Division
- Avoiding a monetary penalty for being out of compliance
- Avoiding the potential bad press associated with being found in violation of the law
- Not Sure/Don't Remember (**DO NOT READ**)

Q22INT. For the next set of questions, please indicate whether the following types of information would be "Very helpful," "Somewhat helpful," or "Not helpful at all" to your business.

Q22. Information on good practices with respect to youth employees that your company can use to better ensure compliance? (READ LIST IF NECESSARY)

- Very helpful
- Somewhat helpful
- Not helpful at all
- Not sure (**DO NOT READ**)

Q23. Information on the hours and times that employees under the age of 18 can legally work under Federal law. (READ LIST IF NECESSARY)

- Very helpful
- Somewhat helpful
- Not helpful at all
- Not sure (**DO NOT READ**)

Q24. Information on the types of activities that employees under the age of 18 are restricted from performing under Federal law due to the hazardous nature of the activity. (READ LIST IF NECESSARY)

- Very helpful
- Somewhat helpful
- Not helpful at all
- Not sure (**DO NOT READ**)

Q25. Information on the potential monetary penalties associated with being found out of compliance with Federal youth employment laws. (READ LIST IF NECESSARY)

- Very helpful
- Somewhat helpful
- Not helpful at all
- Not sure (**DO NOT READ**)

Q26. Information that clarifies the differences between your state's requirements and the Federal requirements with respect to youth employment. (READ LIST IF NECESSARY)

- Very helpful
- Somewhat helpful
- Not helpful at all
- Not sure (**DO NOT READ**)

Q27. In your opinion, what is the biggest obstacle that you face in complying with U.S. youth employment laws? (READ LIST)

- Confusion over the difference between state and federal child labor laws
- Confusion over the details of Federal child labor standards
- Availability of employees willing to work for a wage rate that your business can afford
- High turnover of managers
- High turnover of employees
- Unwillingness of employees to follow rules
- Unwillingness of employees to report violations to supervisors
- Or is it something else (**SPECIFY**)
- No obstacles in complying with U.S. youth employment laws (**DO NOT READ**) [SKIP TO Q29INT]
- My company does not hire youth workers (**DO NOT READ**) [SKIP TO Q29INT]
- Not Sure/Don't Remember (**DO NOT READ**) [SKIP TO Q29INT]

[PROGRAMMER, LIMIT LIST TO REMOVE ANSWER FROM Q27, ALWAYS ALLOW OTHER & NOT SURE]

Q28. And what is the second biggest obstacle that you face in complying with U.S. youth employment laws? I can restate the list if you need.

- Confusion over the difference between state and federal child labor laws
- Confusion over the details of Federal child labor standards
- Availability of employees willing to work for a wage rate that your business can afford
- High turnover of managers
- High turnover of employees
- Unwillingness of employees to follow rules
- Unwillingness of employees to report violations to supervisors
- Or is it something else (**SPECIFY**)
- Not Sure/Don't Remember (**DO NOT READ**)
- Nothing/ No other issues (**DO NOT READ**)

Q29INT. The Department of Labor's Wage and Hour Division would also like to get your thoughts on whether you felt their approach to handling violations of child labor law was understandable. The next set of questions will ask you about your experience with this process.

Q29. Are you aware that the Department Of Labor Wage and Hour Division can issue monetary penalties for youth employment violations of the Federal Fair Labor Standards Act?

- Yes
- No [If No, go to Q36]

Q30. Has your business ever been assessed a monetary penalty due to a youth employment violation?

- Yes
- No [If No, go to Q35]
- Not Sure/Don't Remember (**DO NOT READ**) [If Not Sure, Go to Q35]

Q31. Thinking of the last time your business received a monetary penalty, how understandable was the reason provided by the Department Of Labor Wage and Hour Division staff person for citing a violation? (READ LIST)

- Very understandable, I completely understood the reason for the citation
- Somewhat understandable, I did not fully understand the reason for the citation
- Not understandable at all, I did not at all understand the reason for the citation
- Not Sure/Don't Remember (**DO NOT READ**)

Q32. Thinking of the last time your business received a monetary penalty, how clearly did the Department Of Labor Wage and Hour Division staff person explain how to correct the violation? (READ LIST IF NECESSARY)

- Very clear, I completely understood what I needed to do to correct the violation
- Somewhat clear, I still had some questions about what was necessary to correct the violation
- Not clear at all, it was not clear to me at all how to correct the violation
- Not Sure/Don't Remember (**DO NOT READ**)

Q33. Prior to your business being issued a monetary penalty, on a scale of 1 to 5, with 5 being "very high" and 1 being "very low," how would you describe the priority that your business placed on ensuring compliance with youth employment laws?

- 5, Very High
- 4
- 3
- 2
- 1, Very Low
- Not Sure (**DO NOT READ**)

Q34. After being issued a monetary penalty, on a scale of 1 to 5, with 5 being "very high" and 1 being "very low," how would you describe the priority that your business placed on ensuring compliance with youth employment laws?

- 5, Very High
- 4
- 3
- 2
- 1, Very Low
- Not Sure (**DO NOT READ**)

Q35. In your opinion, what influence does the fact that you could be assessed a monetary penalty for being in violation have on your business' youth employment practices? (READ ENTIRE LIST BEFORE ACCEPTING RESPONSE)

- Large influence, avoiding a monetary penalty is the most important consideration in our youth employment practices
- Moderate influence, avoiding a penalty is only one consideration among many in how we employ youth
- Low influence, we have other more important considerations than avoiding a monetary penalty
- No influence, we do not take the possibility of receiving a monetary penalty into account when formulating our youth employment practices
- Not Sure/Don't Remember (**DO NOT READ**)

Q36INT. Now I would like to ask you a few questions about your work experience and where you like to get information about teen employment. This will only require about 2 more minutes.

Q36. In your professional experience, what is the best source of information on teen employment?

(DO NOT READ LIST, UNLESS TO CLARIFY BETWEEN OPTIONS)

- Ask a colleague or coworker
- Ask Chamber of Commerce
- Contact the Wage and Hour Division
- Call the U.S. Department of Labor Wage and Hour Division toll-free hotline
- Visit the U.S. Department of Labor web site
- Visit YouthRules! web site
- Refer to U.S. Department of Labor Wage and Hour Division resource – a poster, bookmark or fact sheet
- Information provided during employment investigation or face-to-face consultation
- Direct mailing of employment information
- Contact franchisor or main office
- Contact a human resources or employment law specialist
- Contact state or local government agency
- Contact federal government agency
- Search the internet (i.e. “Google” it)
- Look for information at a library
- Read professional association resources (newsletter, web site)
- Public Service Announcement
- Watch local or national news programs
- Don’t know/Don’t remember
- Other (**please specify**) _____

Q37. How many years of experience do you have with hiring employees? (READ LIST IF NECESSARY)

- Less than 1 year
- 1 to less than 6 years
- 6 to less than 10 years
- 10 or more years
- I am not responsible for hiring employees (**DO NOT READ**)

[Skip Q38 if respondent answered “No” or “Not Sure” to Q1.]

Q38. About how many of the employees hired within the past year were under 18 at the time they were hired? (READ LIST IF NECESSARY)

- None
- 1 to 5
- 6 to 10
- 11 to 15
- 16 or more
- Not Sure/Don’t Remember (**DO NOT READ**)

VNAME

So that my supervisor may verify that I spoke with you, may I have your name?

Enter Respondents Name Here

VPHONE

May I verify that I reached you at [INSERT PHONE]?

Is this correct?

1 Yes **[SKIP TO FINISH]**

2 No

NEWPHONE

What is the correct phone number?

(RECORD WITHOUT PUNCTUATION, e.g. 5555551234)

FINISH

Thank you for responding to this survey. We appreciate your time and responses.

Burden Statement

Public reporting burden for this collection of information is estimated to average 10-15 minutes per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding the collection of information, including suggestions for reducing this burden, to Wage and Hour Division, U.S. Department of Labor. All responses to this survey are completely voluntary. The U.S. Department of Labor will not be able to identify respondents for this survey in any manner. Persons are not required to respond to this collection of information unless it displays a currently valid OMB Control Number. The Wage and Hour Division are conducting this survey under OMB Control Number 1225-0059.