

WAVE 1 QUESTIONNAIRE

PRINCETON SURVEY RESEARCH ASSOCIATES WORKER REPRESENTATION AND PARTICIPATION SURVEY

FINAL QUESTIONNAIRE

Interviewing dates: September 15 to October 13, 1994

N= 2,408 workers in private companies/non-profit organizations with 25 or more employees who are not part of upper management

RECORD CODES (MSA, REPLICATE) FROM SAMPLE, AND KEEP TRACK OF FORMS (A1, A2,B1,B2)

INTRODUCTION: Hello, I am _____ calling for Princeton Survey Research of Princeton, New Jersey. We're conducting a national public opinion survey. May I please speak with the youngest male, 18 years of age or older, who has a paying job and is now at home? **(IF NO MALE, ASK:** May I please speak with the oldest female, 18 years of age or older, who has a paying job and is now at home?)

INTRODUCTION TO SCREENER QUESTIONS:

We're calling households across the country for a national research project on work in America. I'd like to ask you some questions about your own work situation. Your responses are completely confidential...(GO TO S1)

s1. Are you now employed at a paying job?

- 1 Yes
- 2 Not employed/Student/Retired/Disabled **FAILED SCREENER (NOT EMPLOYED)**
- 9 Refused - **FAILED SCREENER (STATUS NOT ASCERTAINED)**

s2. How many paying jobs do you now have, including night jobs, and any part-time work in addition to your main job?

- 1 One
- 2 Two or more
- 3 Refused

PROGRAMMER: IF S2 = 2 REFER TO 'MAIN JOB' IN SUBSEQUENT QUESTIONS

s3. (In your main job), are you employed by...(READ)

- 1 A PRIVATE FOR PROFIT company
- 2 A PRIVATE NON-PROFIT organization
- 3 The federal, state or local GOVERNMENT - **FAILED SCREENER (GOVT WORKER)**
- 4 a PUBLIC institution, such as a public school, public utility, city hospital or county hospital - **FAILED SCREENER (GOVT WORKER)**
- 5 OR are you SELF-employed in a business or professional practice - **FAILED SCREENER (SELF-EMPLOYED)**
- 9 Refused **FAILED SCREENER (STATUS NOT ASCERTAINED)**

INTERVIEWERS NOTE: IF 'OTHER' RESPONSE TO S3, PROBE TO DETERMINE CATEGORY THAT BEST FITS RESPONSE

PROGRAMMER: IN SUBSEQUENT QUESTIONS USE 'COMPANY' FOR THOSE WHO ANSWERED S3=1 AND USE 'ORGANIZATION' FOR THOSE WHO ANSWERED S3=2

s4. Including all its locations and worksites, not just your own, about how many people are employed by the (company/organization) you work for (in your main job)? Just stop me when I get to the right category. Would you say there are... (READ CATEGORIES 1-5)

- 1 Fewer than 25 employees - **FAILED SCREENER (SIZE <25)**
- 2 25 to 99 employees
- 3 100 to 499 employees
- 4 500 to 999 employees
- 5 1000 or more employees
- 9 Don't know/Refused - **FAILED SCREENER (STATUS NA)**

s5. How many people are employed at the particular location, worksite or branch office where you are based? (RE-READ CATEGORIES IF NECESSARY)

- 1 Fewer than 25 employees
- 2 25 to 99 employees
- 3 100 to 499 employees
- 4 500 to 999 employees
- 5 1000 or more employees
- 9 Don't know/Refused

s6. Do you happen to be either a member of the family that owns your (company/organization), or are you one of the managers of the (company/organization)?

- 1 Yes—ownership family - **FAILED SCREENER (OWNER) - ASK D1-D8**
- 2 Yes—manager
- 3 Yes—both - **FAILED SCREENER (OWNER) - ASK D1-D8**
- 4 No—neither manager nor part of owning family - **GO TO Q1**
- 9 Don't know/Refused - **FAILED SCREENER (STATUS NA) - ASK D1-D8**

s7. **(ASK IF S6=2)** Would you say you are part of ... **(READ)**

- 1 Lower management
- 2 Middle management
- 3 Upper management - **FAILED SCREENER (UPPER MANAGEMENT) - ASK D1-D8**
- 9 Don't know/Refused

q1. As an official part of your (main) job, do you supervise the work of other employees or tell other employees what to do?

- 1 Yes
- 2 No
- 9 Don't know/Refused

q2. In your current (main) job, what kind of work do you do? **(RECORD VERBATIM RESPONSE. PROBE FOR CLARITY)**

- 01 Professional Worker - lawyer, doctor, scientist, teacher, engineer, nurse (RN), accountant, programmer, musician
- 02 Manager - store manager, sales manager, office manager
- 03 Clerical or Office Worker - typist, secretary, postal clerk, telephone operator, computer operator, bank clerk, etc.
- 04 Sales Worker - clerk in store, door-to-door salesman
- 05 Manufacturer's Representative - outside salesperson, sales representative
- 06 Service Worker - policeman/woman, fireman, waiter or waitress, maid, nurse's aide, attendant, barber, hairstylist, etc.
- 07 Skilled Tradesman - printer, baker, tailor, electrician, machinist, linesman, plumber, carpenter, mechanic, etc.
- 08 Semi-skilled Worker - operates machine in factory, assembly line worker, truck or taxi or bus driver, etc.
- 09 Laborer - plumber's helper, construction worker, longshoreman, garbage man, or other physical work
- 23 Other
- 24 Refused/no answer

q3. About how many hours do you usually work at your (main) job each week? **(IF**

RESPONDENT GIVES A RANGE, PROBE FOR ONE NUMBER TO REPRESENT THE AVERAGE NUMBER OF HOURS)

_____ (RECORD ACTUAL NUMBER)

98 Refused

4. What kind of business is your (company/organization)? That is, what does it make, or do? **(IF COMPANY IS INVOLVED IN MORE THAN ONE BUSINESS, RECORD BELOW AND THEN PROBE: What does it make or do at the location, worksite, or branch office where YOU work?) (OPEN-END. RECORD VERBATIM RESPONSE. PROBE FOR CLARITY)**

“What does your company make or do?” Five possible mentions, q4_1-q4_5 each can range from 1-25. Only 3 mentions were necessary so q4_4 and q4_5 are blank.

“What does it make or do at the location where you work” Five possible mentions q4a_1-q4a_5 each can range from 1-25. Only 3 mentions were necessary so q4a_4 and q4a_5 are blank.

- 01 Agricultural services/Forestry/Fishing
- 02 Mining
- 03 Construction
- 04 Manufacturing
- 05 Transportation/Public Utilities/Communication
- 06 Wholesale trade
- 07 Retail trade
- 08 Finance/Insurance/Real estate
- 09 Health services
- 10 Business services/law
- 11 Educational, social services/membership organizations
- 12 Hotels
- 13 Amusement & Recreation Services
- 14 Personal Services
- 15 Miscellaneous
- 24 Other
- 25 Refused/no answer

totq4_1, totq4_2 and totq4_3 were created. Totq4 variables contain answers q4a_1-q4a_3. If q4a=2 then totq4 variables contain answers from q4_1 to q4_3.

Use totq4_1 for the industry variable.

- q4a. **INTERVIEWER, PLEASE RECORD: DID R MENTION MORE THAN ONE BUSINESS OR INDUSTRY IN ANSWER TO Q4?**

- 1 YES
- 2 NO

q5. For how many years have you worked for your (company/organization) \tilde{O} at any location or job?

- 00 Less than one year
- 01-97 **RECORD ACTUAL NUMBER OF YEARS**
- 98 Refused/no answer

q6. If for some reason you were to leave your current job \tilde{O} say because you were laid off or decided to quit \tilde{O} how confident are you that you could quickly get another job at about the same pay, without having to move? Would you say you are ... **(READ)**

- 1 Very confident
- 2 Somewhat confident
- 3 Not too confident
- 4 Not confident at all
- 9 Don't know/refused **(DO NOT READ)**

q7. Which ONE of the following four statements best describes how you think of your CURRENT job? Is it...**(READ CATEGORIES 1-4)**

- 1 A LONG-TERM job you will stay in?
- 2 An opportunity for ADVANCEMENT in this SAME (company/organization)?
- 3 Part of a CAREER or profession that will probably take you to DIFFERENT companies?,
- 4 A job you will probably LEAVE that is NOT part of a career?
- 5 Other **(VOLUNTEERED, DO NOT READ)**
- 9 Don't know/refused

q8. On an average day, what best describes your feeling about going to work? Would you say you usually... **[READ AND ROTATE CATEGORIES 1 AND 2]**

- 1 Look forward to it
- 2 Wish you didn't have to go
- 8 Don't care one way or the other/mixed feelings **(VOLUNTEERED)**
- 9 Don't know/refused

q9a. How much LOYALTY would you say you feel toward your IMMEDIATE supervisor – would you say a lot, some, only a little, or no loyalty at all?

- 1 A lot of loyalty
- 2 Some loyalty
- 3 Only a little loyalty
- 4 No loyalty at all
- 9 Don't know/refused

q9b. **(IF S6=4)** How much loyalty would you say you feel toward your fellow employees—a lot, some, only a little, or no loyalty at all?

- 1 A lot of loyalty
- 2 Some loyalty
- 3 Only a little loyalty
- 4 No loyalty at all

9b1. **(If S6=2)** How much loyalty would you say you feel toward the people you manage—a lot, some, only a little, or no loyalty at all?

- 1 A lot of loyalty
- 2 Some loyalty
- 3 Only a little loyalty
- 4 No loyalty at all
- 5 Does not apply/no fellow employees (**VOLUNTEERED**)
- 9 Don't know/refused

q9c. And, how much loyalty would you say you feel toward the (company/organization) you work for as a whole—a lot, some, only a little, or no loyalty at all?

- 1 A lot of loyalty
- 2 Some loyalty
- 3 Only a little loyalty
- 4 No loyalty at all

q10a. **(ASK OF FORM A ONLY)** In general, how much do you trust your (company/organization) to keep its promises to you and other employees? Would you say you trust your (company/organization)? **(READ)**

- 1 A lot
- 2 Somewhat
- 3 Only a little
- 4 Not at all
- 9 Don't know/refused **(DO NOT READ)**

q10b. **(ASK OF FORM B ONLY)** Overall, how would you rate relations between employees and management at your (company/ organization)? Would you say they are? **(READ)**

- 1 Excellent
- 2 Good
- 3 Only fair
- 4 Poor
- 9 Don't know/refused

q11. Do you think relations between employees and management at your (company/ organization) are BETTER than average, WORSE than average, or about the SAME as in other places?

- 1 Better
- 2 Worse
- 3 About the same
- 9 Don't know/Refused

q14_1.**(ASK OF FIRST RANDOM HALF OF FORM A ONLY)** Now I want to ask about your involvement in decisions on the job. Overall, how satisfied are you with the influence you have in company decisions that affect your job or work life? Would you say you are ... **(READ)**

- 1 Very satisfied
- 2 Somewhat satisfied
- 3 Not too satisfied
- 4 Not satisfied at all
- 9 Don't know/refused **(READ)**

12a. **(ASK OF FORM A ONLY)** (Now I want to ask about your involvement in different decisions on the job.) How much direct involvement and influence do YOU have in **(ITEM)**? (A lot, Some, Only a little, No) direct involvement and influence at all? **(ASK ITEMS a-d ONLY OF THE FIRST HALF OF THE FORM AND ITEMS e-h ONLY OF THE SECOND HALF OF THE FORM)**

q12aa. Deciding HOW to do your job and organize the work

- 1 A lot of direct involvement and influence
- 2 Some direct involvement and influence
- 3 Only a little direct involvement and influence
- 4 No direct involvement and influence
- 5 Does not apply **(VOLUNTEERED)**
- 9 Don't know/refused

q12ab. Deciding what TRAINING is needed for people in your work group or department

- 1 A lot of direct involvement and influence
- 2 Some direct involvement and influence
- 3 Only a little direct involvement and influence
- 4 No direct involvement and influence
- 5 Does not apply (**VOLUNTEERED**)
- 9 Don't know/refused

q12ac. Setting work SCHEDULES, including breaks, overtime and time off

- 1 A lot of direct involvement and influence
- 2 Some direct involvement and influence
- 3 Only a little direct involvement and influence
- 4 No direct involvement and influence
- 5 Does not apply (**VOLUNTEERED**)
- 9 Don't know/refused

q12ad. Deciding how much of a RAISE in pay the people in your work group should get

- 1 A lot of direct involvement and influence
- 2 Some direct involvement and influence
- 3 Only a little direct involvement and influence
- 4 No direct involvement and influence
- 5 Does not apply (**VOLUNTEERED**)
- 9 Don't know/refused

q12ae. Setting GOALS for your work group or department

- 1 A lot of direct involvement and influence
- 2 Some direct involvement and influence
- 3 Only a little direct involvement and influence
- 4 No direct involvement and influence
- 5 Does not apply (**VOLUNTEERED**)
- 9 Don't know/refused

q12af. Deciding how to work with new EQUIPMENT OR SOFTWARE, if that's ever been needed

- 1 A lot of direct involvement and influence
- 2 Some direct involvement and influence
- 3 Only a little direct involvement and influence
- 4 No direct involvement and influence
- 5 Does not apply (**VOLUNTEERED**)
- 9 Don't know/refused

q12ag. Setting SAFETY standards and practices

- 1 A lot of direct involvement and influence
- 2 Some direct involvement and influence
- 3 Only a little direct involvement and influence
- 4 No direct involvement and influence
- 5 Does not apply (**VOLUNTEERED**)
- 9 Don't know/refused

q12ah. Deciding what kinds of BENEFITS are offered to employees

- 1 A lot of direct involvement and influence
- 2 Some direct involvement and influence
- 3 Only a little direct involvement and influence
- 4 No direct involvement and influence
- 5 Does not apply (**VOLUNTEERED**)
- 9 Don't know/refused

13a. (**ASK OF FORM A ONLY**) Suppose you **COULD** have A LOT of influence in all these areas at work—whether you do now or not. As I read each area again, please tell me how important it would be to you to have A LOT of influence on these decisions. (First,) how important would it be to you to have influence in (ITEM)? (**ASK ITEMS a-d ONLY OF THE FIRST HALF OF THE FORM AND ITEMS e-h ONLY OF THE SECOND HALF OF THE FORM: DO NOT ASK ITEMS ANSWERED ON Q12 AS 'DOES NOT APPLY'**)

q13aa Deciding **HOW** to do your job

- 1 Very important
- 2 Somewhat important
- 3 Not too important
- 4 Not important at all
- 9 Don't know/refused (**DO NOT READ**)

q13ab. Deciding what **TRAINING** is needed

- 1 Very important
- 2 Somewhat important
- 3 Not too important
- 4 Not important at all
- 9 Don't know/refused (**DO NOT READ**)

q13ac. Setting work **SCHEDULES**

- 1 Very important
- 2 Somewhat important
- 3 Not too important
- 4 Not important at all
- 9 Don't know/refused (**DO NOT READ**)

q13ad. Deciding how much of a RAISE in pay the people in your work group should get

- 1 Very important
- 2 Somewhat important
- 3 Not too important
- 4 Not important at all
- 9 Don't know/refused (**DO NOT READ**)

q13ae. Setting GOALS for your work group

- 1 Very important
- 2 Somewhat important
- 3 Not too important
- 4 Not important at all
- 9 Don't know/refused (**DO NOT READ**)

q13af. Deciding how to work with new EQUIPMENT OR SOFTWARE

- 1 Very important
- 2 Somewhat important
- 3 Not too important
- 4 Not important at all
- 9 Don't know/refused (**DO NOT READ**)

q13ag. Setting SAFETY standards and practices

- 1 Very important
- 2 Somewhat important
- 3 Not too important
- 4 Not important at all
- 9 Don't know/refused (**DO NOT READ**)

q13ah. Deciding what kinds of BENEFITS are offered

- 1 Very important
- 2 Somewhat important
- 3 Not too important
- 4 Not important at all
- 9 Don't know/refused (**DO NOT READ**)

q14_2 (**ASK OF SECOND RANDOM HALF OF FORM A ONLY**) Overall, how satisfied are you with the influence you have in company decisions that affect your job or work life? Would you say you are ... (**READ**)

- 1 Very satisfied
- 2 Somewhat satisfied
- 3 Not too satisfied

- 4 Not satisfied at all
- 9 Don't know/Refused (**DO NOT READ**)

q14_3 (**ASK OF FIRST RANDOM HALF OF FORM B ONLY**) Now I want to ask about your involvement in decisions on the job. Overall, how satisfied are you with the influence you have in company decisions that affect your job or work life? Would you say you are ... (**READ**)

- 1 Very satisfied
- 2 Somewhat satisfied
- 3 Not too satisfied
- 4 Not satisfied at all
- 9 Don't know/refused (**DO NOT READ**)

12b. (**ASK OF FORM B ONLY**) Now I want to ask about your influence in different decisions on the job.) How satisfied are you with the direct involvement and influence YOU have in (**ITEM**)? (Very satisfied, Somewhat satisfied, Not too satisfied, or Not satisfied at all)? (**ASK ITEMS a-d ONLY OF THE FIRST HALF OF THE FORM AND ITEMS e-h ONLY OF THE SECOND HALF OF THE FORM**)

q12ba. Deciding HOW to do your job and organize the work

- 1 Very satisfied
- 2 Somewhat satisfied
- 3 Not too satisfied, OR
- 4 Not satisfied at all
- 5 Does not apply (**VOLUNTEERED**)
- 9 Don't know/refused (**DO NOT READ**)

q12bb. Deciding what TRAINING is needed for people in your work group or department

- 1 Very satisfied
- 2 Somewhat satisfied
- 3 Not too satisfied, OR
- 4 Not satisfied at all
- 5 Does not apply (**VOLUNTEERED**)
- 9 Don't know/refused (**DO NOT READ**)

q12bc. Setting work SCHEDULES, including breaks, overtime and time off

- 1 Very satisfied
- 2 Somewhat satisfied
- 3 Not too satisfied, OR
- 4 Not satisfied at all
- 5 Does not apply (**VOLUNTEERED**)
- 9 Don't know/refused (**DO NOT READ**)

q12bd. Deciding how much of a RAISE in pay the people in your work group should get

- 1 Very satisfied
- 2 Somewhat satisfied
- 3 Not too satisfied, OR
- 4 Not satisfied at all
- 5 Does not apply (**VOLUNTEERED**)
- 9 Don't know/refused (**DO NOT READ**)

q12be. Setting GOALS for your work group or department

- 1 Very satisfied
- 2 Somewhat satisfied
- 3 Not too satisfied, OR
- 4 Not satisfied at all
- 5 Does not apply (**VOLUNTEERED**)
- 9 Don't know/refused (**DO NOT READ**)

q12bf. Deciding how to work with new EQUIPMENT OR SOFTWARE, if that's ever been needed

- 1 Very satisfied
- 2 Somewhat satisfied
- 3 Not too satisfied, OR
- 4 Not satisfied at all
- 5 Does not apply (**VOLUNTEERED**)
- 9 Don't know/refused (**DO NOT READ**)

q12bg. Setting SAFETY standards and practices

- 1 Very satisfied
- 2 Somewhat satisfied
- 3 Not too satisfied, OR
- 4 Not satisfied at all
- 5 Does not apply (**VOLUNTEERED**)
- 9 Don't know/refused (**DO NOT READ**)

q12bh. Deciding what kinds of BENEFITS are offered to employees

- 1 Very satisfied
- 2 Somewhat satisfied
- 3 Not too satisfied, OR
- 4 Not satisfied at all
- 5 Does not apply (**VOLUNTEERED**)
- 9 Don't know/refused (**DO NOT READ**)

q13b. **(ASK OF FORM B ONLY)** If it were YOUR decision alone, and everyone went along with it, would you generally like to have MORE influence in these areas, LESS influence, OR would you want to keep things the way they are now?

- 1 More influence
- 2 Less influence
- 3 Keep things as they are
- 9 Don't know/refused **(DO NOT READ)**

q15b. **(ASK OF FORM B ONLY IF RESPONSE TO Q13B=1)** The way things are set up now in your (company/organization), how likely is it that you COULD get the influence you want, if you TRIED to get more influence? Would you say it is ... **(READ)**

- 1 Very likely
- 2 Somewhat likely
- 3 Not too likely
- 4 Not likely at all that you could get more influence?
- 9 Don't know/refused **(READ)**

q14_4 **(ASK OF SECOND RANDOM HALF OF FORM B ONLY)** Overall, how satisfied are you with the influence you have in company decisions that affect your job or work life? Would you say you are ... **(READ)**

- 1 Very satisfied
- 2 Somewhat satisfied
- 3 Not too satisfied
- 4 Not satisfied at all
- 9 Don't know/refused **(DO NOT READ)**

q16. **(IF S6=4)** Still thinking about your influence on company decisions that concern you, how much MORE influence do you think you would have if there was a GROUP of employees who met regularly with management to discuss workplace issues? Do you think a group like this would give you ... **(READ)**

- 1 A lot more influence
- 2 Somewhat more influence
- 3 Only a little more influence
- 4 No more influence at all
- 5 ALREADY HAVE A GROUP THAT MEETS WITH MANAGEMENT
(VOLUNTEERED, DO NOT READ)
- 9 Don't know/refused **(DO NOT READ)**

q16a. **(IF S6=2)** Still thinking about your influence on company decisions that concern you, how

much MORE influence do you think you would have if there was a GROUP of managers at your level who met regularly with UPPER management to discuss workplace issues? Do you think a group like this would give you ... **(READ)**

- 1 A lot more influence
- 2 Somewhat more influence
- 3 Only a little more influence
- 4 No more influence at all
- 5 ALREADY HAVE A GROUP THAT MEETS WITH MANAGEMENT
(VOLUNTEERED, DO NOT READ)
- 9 Don't know/refused **(DO NOT READ)**

q17. **(IF S6=4)** How often, if ever, do YOU make suggestions to your supervisor or to management about how to improve quality or productivity? Would you say you make such suggestions ...**(READ)**

- 1 Often
- 2 Sometimes
- 3 Hardly ever
- 4 Never
- 9 Don't know/refused **(DO NOT READ)**

q17a. **(IF S6=2)** How often, if ever, do YOU get suggestions from the people you manage about how to improve quality or productivity? Would you say you get such suggestions ... **(READ)**

- 1 Often
- 2 Sometimes
- 3 Hardly ever
- 4 Never
- 9 Don't know/refused **(DO NOT READ)**

q18. **(IF S6=4)** When you, or other employees like you, make suggestions about improving quality or productivity, how often does management take them seriously? Would you say management ... **(READ)**

- 1 Almost always
- 2 Sometimes
- 3 Hardly ever
- 4 Never... takes them seriously?
- 9 Don't know/refused **(DO NOT READ)**

q18a. **(ASK IF S6=2 AND Q17 =1,2,3)** How often do you find these suggestions useful? ...

(READ)

- 1 Almost always
- 2 Sometimes
- 3 Hardly ever
- 4 Never
- 9 Don't know/refused (**DO NOT READ**)

q19. At your workplace, would you say EMPLOYEES generally ENCOURAGE each other to make an extra effort on the job, DISCOURAGE each other from making an extra effort, or would you say they DONT CARE how hard other employees work?

- 1 Encourage
- 2 Discourage
- 3 Don't care
- 9 Don't know/refused (**DO NOT READ**)

q20 Have you ever HELD BACK from making a suggestion about how to do work more efficiently because you thought it might cost you or someone else their job?

- 1 Yes
- 2 No
- 9 Don't know/refused

THERE IS NO QUESTION 21

22. Imagine that MORE decisions about production and operations were made by employees, instead of by managers. How do you think this would affect your (company/organization) in the following areas? (**ROTATE ITEMS**)

q22a (**ASK OF FORM A ONLY**) Would your (company/organization) be STRONGER or WEAKER against its competitors?

- 1 Stronger
- 2 Weaker
- 3 No change/stay the same (**VOLUNTEERED**)
- 9 Don't know/refused

q22b. (**ASK OF FORM B ONLY**) Would the QUALITY of the (company's/organization's) products or services get BETTER, or WORSE?

- 1 Better
- 2 Worse
- 3 No change/stay the same (**VOLUNTEERED**)
- 9 Don't know/refused

q22c Would EMPLOYEES enjoy their jobs MORE, or LESS?

- 1 More
- 2 Less
- 3 No change/stay the same (**VOLUNTEERED**)
- 9 Don't know/refused

q23. Some companies are organizing workplace decision-making in new ways to get employees more involved — using things like self-directed work teams, total quality management, quality circles, or other employee involvement programs. Is anything like this now being done in your (company/organization)?

- 1 Yes (**GO TO Q24**)
- 2 No
- 9 Don't know/refused

q23a. (**ASK ONLY IF Q23 = 2 OR 9**) Would you LIKE to have a program like this at your (company/organization), or not?

- 1 Yes - **GO TO Q29**
- 2 No - **GO TO Q29**
- 3 It depends (**VOLUNTEERED**) - **GO TO Q29**
- 9 Don't know/refused - **GO TO Q29**

q24 (**ASK ONLY IF RESPONSE TO Q23 = 1**) Are you personally involved in any of these programs at work?

- 1 Yes
- 2 No - **GO TO Q27**
- 9 Don't know/refused - **GO TO Q27**

q25 (**ASK OF ONLY IF RESPONSE TO Q24=1**) As part of this program, do you EVER talk about WAGES and BENEFITS, or do you ONLY talk about ways to improve productivity or quality?

- 1 Wages and benefits sometimes
- 2 Just production issues
- 9 Don't know/refused

26. (**ASK OF ONLY IF RESPONSE TO Q24=1**) Have you personally benefitted from your involvement in the program by getting any of the following?

q26a. An increase in pay?

- 1 Yes
- 2 No
- 9 Don't know/refused

q26b. More influence over how your job is done?

- 1 Yes
- 2 No
- 9 Don't know/refused

q27. **(ASK OF ONLY IF RESPONSE TO Q23=1)** How effective would you say these programs have been in improving productivity or quality? Would you say ... **(READ)**

- 1 Very effective
- 2 Somewhat effective
- 3 Not too effective
- 4 Not effective at all
- 9 Don't know/refused **(DO NOT READ)**

q28. **(ASK OF ONLY IF RESPONSE TO Q23=1)** If employees, as a group, had MORE SAY in how these programs are run at your (company/organization), do you think they would be MORE effective, or LESS effective?

- 1 More
- 2 Less
- 3 No change/stay the same **(VOLUNTEERED)**
- 9 Don't know/refused

29. On a different subject, I want to ask how problems involving INDIVIDUAL EMPLOYEES are solved at your workplace. Which of the following, if any, does your (company/organization) have? **(READ AND ROTATE)**

q29a. A PERSONNEL or human resources department

- 1 Yes
- 2 No
- 9 Don't know/refused

q29b. An OPEN DOOR policy so employees can tell upper management about problems with their immediate supervisors

- 1 Yes
- 2 No
- 9 Don't know/refused

- q29c. A GRIEVANCE procedure that uses an outside referee or arbitrator to settle disputes between an employee and management
- 1 Yes
 - 2 No
 - 9 Don't know/refused

THERE ARE NO QUESTIONS 30 AND 31.

- q32. OVERALL, how effective is your (company's/organization's) system for resolving the problems INDIVIDUAL employees have at work? Would you say it is... **(READ)**

- 1 Very effective
- 2 Somewhat effective
- 3 Not too effective
- 4 Not effective at all
- 9 Don't know/refused **(DO NOT READ)**

- q33. If employees, as a group, had MORE SAY in how the workplace problems of individual employees are solved at your (company/organization), do you think this system would be MORE effective, or LESS effective?

- 1 More
- 2 Less
- 3 No change/stay the same **(VOLUNTEERED)**
- 9 Don't know/refused

- q34. **(ASK ONLY IF S6=2)** When the people you manage have workplace problems, do you feel more comfortable dealing with them individually, or in a group? (Individually, In a group)

- 1 Individually
- 2 In a group
- 9 Don't know/refused

- q34a. **(ASK ONLY OF FORM A NON-MANAGERS)** Do you agree or disagree with the following statement: "I'd feel more comfortable raising workplace problems through an employee association, rather than as an individual."

- 1 Agree
- 2 Disagree
- 9 Don't know/refused

- q34b. **(ASK ONLY OF FORM B NON-MANAGERS)** How would YOU prefer to solve a workplace problem of your own? Would you feel more comfortable dealing directly with management YOURSELF, or would you feel more comfortable having a GROUP of your fellow employees HELP you deal with management?
- 1 Deal directly
 - 2 Have help of fellow employees
 - 9 Don't know/refused
- q35. **(ASK ONLY IF RESPONSE TO Q29c=2)** Before, you said your (company/organization) does not have a grievance procedure using an outside referee or arbitrator to make the final decision in disputes between employees and management. Is this something you would LIKE to have in your (company/organization), or not?
- 1 Yes
 - 2 No
 - 9 Don't know/refused **(DO NOT READ)**
36. Now let's talk about company policies regarding wages, benefits, and other things affecting employees as a GROUP. Which of the following, if any, does your (company/organization) have to deal with issues that affect employees as a group? (First, (is/are) there... **(READ)**)
- q36a. Regular "town" meetings with employees, called by management
- 1 Yes
 - 2 No
 - 9 Don't know/refused
- q36b. An open door policy for GROUPS of employees to raise issues about policies with upper management
- 1 Yes
 - 2 No
 - 9 Don't know/refused
- q36c. A committee of employees that discusses problems with management on a regular basis
- 1 Yes
 - 2 No
 - 9 Don't know/refused
- q36d. A union that negotiates with management on a regular basis
- 1 Yes
 - 2 No
 - 9 Don't know/refused

37. **(ASK FOR EACH ITEM WHERE Q36=1)** How effective (has/have) **(ITEM)** been in resolving group problems or concerns – very effective, somewhat effective, not too effective, not effective at all?

q37a. the “town” meetings
 1 Very effective
 2 Somewhat effective
 3 Not too effective
 4 Not effective at all
 9 Don’t know/refused

q37b. The open door policy
 1 Very effective
 2 Somewhat effective
 3 Not too effective
 4 Not effective at all
 9 Don’t know/refused

q37c. The employee committee
 1 Very effective
 2 Somewhat effective
 3 Not too effective
 4 Not effective at all
 9 Don’t know/refused

q37d. The union
 1 Very effective
 2 Somewhat effective
 3 Not too effective
 4 Not effective at all
 9 Don’t know/refused

q38a. **(ASK IF Q36c=2 AND Q36d=2 AND FORM A ONLY)** Imagine MANAGEMENT selected a committee of employees to discuss the problems employees have as a group with them. Do you think this would be a MORE effective or LESS effective to resolve employees' concerns?

1 More effective
 2 Less effective
 3 No change/stay the same **(VOLUNTEERED)**
 9 Don’t know/refused **(DO NOT READ)**

THERE IS NO QUESTION 38b.

q38c **(ASK IF Q36c=2 AND Q36d=2 AND FORM B ONLY)** Imagine employees chose their OWN representatives to meet with management and discuss the problems employees have as a group. Do you think this would be a MORE effective or LESS effective to resolve employees' concerns?

- 1 More effective
- 2 Less effective
- 3 No change/stay the same (**VOLUNTEERED**)
- 9 Don't know/refused (**DO NOT READ**)

THERE IS NO QUESTION 38d.

q38e **(ASK IF Q36c=1 AND Q36d=2)** Before, you said your (company/organization) had an employee committee that meets regularly with management. How are employees selected for this committee? Does management pick them, are they volunteers, or do employees elect them?

- 1 Management picks them
- 2 Volunteers
- 3 Employees elect them
- 9 Don't know/refused

q38f **(ASK IF Q36c=1 AND Q36d)** If it was your decision alone, and everyone went along with it, what do you think would be the BEST way for committee members to be picked? (**READ ONLY IF NECESSARY**)

- 1 Should management pick them
- 2 Should they be volunteers, OR
- 3 Should they be elected by employees?
- 4 Other (**VOLUNTEERED. SPECIFY**)
- 9 Don't know/refused (**DO NOT READ**)

IF S6=4, GO TO Q39a.

q39_1 **(ASK ONLY IF Q36d=1 AND S6=2)** In your day-to-day work, does the presence of a union affect how you do your job?

- 1 Yes
- 2 No - **GO TO Q39.4**
- 9 Don't know/refused

q39_2 (**ASK ONLY IF Q39.1=1,9**) Is that because you deal directly with union representatives, or because you are bound by the terms of a union contract?

- 1 Deal with representatives
- 2 Bound by contract)
- 3 Other (**VOLUNTEERED**)
- 9 Don't know/refused

q39_3 (**ASK ONLY IF Q39.1=1,9**) Overall, would you say having a union makes your job EASIER or HARDER to do?

- 1 Easier
- 2 Harder
- 3 No effect/neither (**VOLUNTEERED**)
- 9 Don't know/refused

q39_4 (**ASK ONLY IF Q36d=1 AND S6=2**) How does the union affect your (company's/ organization's) performance? Overall, would you say having a union HELPS or HURTS performance, or does the union have no effect?

- 1 Helps
- 2 Hurts
- 3 No effect
- 9 Don't know/refused

q39_5 (**ASK ONLY IF Q39.4=1,2**) Would you say it helps/hurts a lot or a little

- 1 A lot
- 2 A little
- 9 Don't know/refused

q39_6 (**ASK ONLY IF Q36d=1 AND S6=2**) In recent years, have you found the union to be more COOPERATIVE with your (company/organization), more CONFRONTATIONAL, or about the same as it's always been?

- 1 More cooperative
- 2 More confrontational
- 3 About the same
- 9 Don't know/refused

q39_7 (**ASK ONLY IF Q36d=1 AND S6=2**) In your view, does the union make the work lives of its members better or worse?

- 1 Better
- 2 Worse
- 3 no effect/neither (**VOLUNTEERED**)
- 9 Don't know/refused

q39_8 (**ASK ONLY IF Q37.1=1,2**) Would you a lot (better/worse) or only a little (better/worse)?

- 1 A lot
- 2 A little
- 9 Don't know/refused

q39_9 (**ASK ONLY IF Q36.1d=1 AND S6=2**) Overall, would you say your (company's/organization's) management accepts the union as a partner in workplace decisions, or does it wish it could get rid of the union?

- 1 Accepts as a partner
- 2 Wishes it could get rid of union
- 9 Don't know/refused

IF S6=2, GO TO Q44

q39a. (**ASK IF Q36.d=1 AND S6=4**) Are you a member of the union at your company?

- 1 Yes - **GO TO Q40a**
- 2 No
- 9 Refused

q39b. (**ASK IF Q39a=2 OR 9**) Have you EVER been a member of a union?

- 1 Yes - **GO TO Q40b**
- 2 No - **GO TO Q41b**
- 9 Don't know/refused - **GO TO Q41b**

q39c. (**ASK IF Q36d=2 AND S6=4**) Before, you said there is no union at your (company/organization). Have you EVER been a member of a union?

- 1 Yes - **GO TO Q40b**
- 2 No - **GO TO Q41b**
- 9 Don't know/refused - **GO TO Q41b**

q40a. (**ASK IF Q39a=1**) How would you describe your personal experience with the union at

your (company/ organization)? Has it been ... **(READ)**

- 1 Very good - **GO TO Q41.a**
- 2 Good - **GO TO Q41.a**
- 3 Bad - **GO TO Q41.a**
- 4 Very bad - **GO TO Q41.a**
- 5 Neither good nor bad - **GO TO Q41.a**
- 9 Don't know/refused (**DO NOT READ**) - **GO TO Q41.a**

q40b. **(IF Q39b=1 OR Q39c=1)** How would you describe your personal experience with unions? Would you say it has been ... **(READ)**

- 1 Very good - **GO TO Q41.a**
- 2 Good - **GO TO Q41.a**
- 3 Bad - **GO TO Q41.a**
- 4 Very bad - **GO TO Q41.a**
- 5 Neither good nor bad - **GO TO Q41.a**
- 9 Don't know/refused (**DO NOT READ**) - **GO TO Q41.a**

q41a. **(ASK IF Q39a=1)** If a new election were held TODAY to decide whether to keep the union at your (company/organization), would you vote to keep the union or get rid of it?

- 1 Keep the union - **GO TO Q42**
- 2 Get ride of the union - **GO TO Q42**
- 9 Don't know/refused - **GO TO Q42**

q41b. **(ASK IF (Q36d=2 OR Q39a=2) AND S6=4)** If an election were held TODAY to decide whether employees like you should be represented by a union, would you vote for the union or against the union?

- 1 For the union
- 2 Against the union
- 9 Don't know/refused

q42 **(ASK IF Q36d=1,2 AND S6=4)** How do you think most of your FELLOW employees would vote? Would more than HALF of them vote for the union or would more than HALF of them vote against the union?

- 1 More than half would vote for the union
- 2 More than half would vote against the union
- 3 Half for/half against (**VOLUNTEERED**)
- 9 Don't know/refused

43. **(ASK IF Q39a=1)** How satisfied are you with the influence you and fellow union members have in union decisions about ... **(ITEM)**(very satisfied, somewhat satisfied, not too satisfied, or not satisfied at all)? **(ROTATE ITEMS)**
- q43a. Choosing local leaders
- 1 Very satisfied
 - 2 Somewhat satisfied
 - 3 Not too satisfied
 - 4 Not at all satisfied
 - 9 Don't know/refused
- q43b. Choosing national leaders of your union
- 1 Very satisfied
 - 2 Somewhat satisfied
 - 3 Not too satisfied
 - 4 Not at all satisfied
 - 9 Don't know/refused
- q43c. Bargaining about wages and benefits
- 1 Very satisfied
 - 2 Somewhat satisfied
 - 3 Not too satisfied
 - 4 Not at all satisfied
 - 9 Don't know/refused
- q43d. Endorsements of candidates in political campaigns
- 1 Very satisfied
 - 2 Somewhat satisfied
 - 3 Not too satisfied
 - 4 Not at all satisfied
 - 9 Don't know/refused
- q43e. Union positions on national political issues
- 1 Very satisfied
 - 2 Somewhat satisfied
 - 3 Not too satisfied
 - 4 Not at all satisfied
 - 9 Don't know/refused
- q44. Have you ever worked at a (company/organization) at a time when employees were trying to form a union?
- 1 Yes

- 2 No - **GO TO Q46**
- 9 Don't know/refused- **GO TO Q46**

q45. **(ASK IF Q44=1)** Which best describes how management responded to this effort? Did management ...**(READ)**

- 1 Welcome the union
- 2 Oppose the union with information only
- 3 Oppose the union by threatening or harassing some union supporters
- 4 Or, did it do nothing?
- 9 Don't know/refused

q46. **(ASK ONLY IF S6=2 AND Q36d=2)** If a group of employees tried to form a union now at your (company/organization), how would YOU react? Would you welcome the union, oppose it, or not care one way or the other?

- 1 Welcome
- 2 Oppose
- 3 Not care one way or the other
- 9 Don't know/refused

q46a. **(ASK IF Q36d=1 AND S6=4)** If your (company/organization) didn't already have a union and employees tried to form one, can you imagine how management would react? Do you think they would ... **(READ)**

- 1 Welcome the union
- 2 Oppose the union with information only
- 3 Oppose the union by threatening or harassing some union supporters
- 4 Or, do you think they would do nothing?
- 9 Don't know/Refuse

q46b. **(ASK IF Q36d=2 AND S6=4)** If a group of employees tried to form a union now at your (company/organization), how do you think management would react? Do you think they would ... **(READ)**

- 1 Welcome the union
- 2 Oppose the union with information only
- 3 Oppose the union by threatening or harassing some union supporters
- 4 Or, do you think they would do nothing?
- 9 Don't know/Refused

q47. **(ASK ONLY IF S6=2 AND Q36d=2)** If the employees you manage formed a union, would that help or hurt your advancement in your (company/organization)?

- 1 Help
- 2 Hurt
- 3 No effect/neither
- 9 Don't know/refused

q47_1 (**ASK ONLY IF Q47=1,2**) Would it (help/hurt) a lot, or only a little?

- 1 A lot
- 2 A little
- 3 No effect/neither
- 9 Don't know/refused

q47a. (**ASK ONLY IF (Q41a=2 OR Q41b=2) AND (Q46a=2,3 OR Q46b=2,3)**) Before, you said you would vote **AGAINST** a union. If you thought the management of your (company/organization) would **NOT OPPOSE** the union, would you **STILL** vote against it, or would you now vote **FOR** it?

- 1 Still against
- 2 Change vote to support union
- 9 Don't know/refused

q47b. (**ASK ONLY IF (Q41a=1 OR Q41b=1) AND (Q46a=1,4 OR Q46b=1,4)**) Before, you said you would vote **FOR** a union. If you thought the management of your (company/organization) would **OPPOSE** the union, would you **STILL** vote for it, or would you now vote **AGAINST** it?

- 1 Still for the union
- 2 Change vote against the union
- 9 Don't know/refused

48. Thinking now about any kind of employee organization, not just unions, how would **YOU** like it to work? If it was your decision alone to make, and everybody went along with it, would you prefer (**INSERT ITEM. DO NOT ROTATE**). . . Would you prefer (**NEXT ITEM**)

q48a. an organization that can use an **OUTSIDE** referee or arbitrator to settle issues, or one where **MANAGEMENT** makes the final decisions about issues?

- 1 Outside arbitrator
- 2 Management decides
- 3 Do not want ANY kind of organization (**VOLUNTEERED**) - **GO TO Q50**
- 9 Don't know/refused

q48b. an organization run by employees, or one run JOINTLY by employees and management?

- 1 Employee run
- 2 Run jointly by employees and management
- 3 Do not want ANY kind of employee organization (Volunteered - go to q50)
- 9 Don't know/refused

q48c. an organization where the key participants are VOLUNTEERS, one where they are ELECTED, or one where they are APPOINTED by management?

- 1 Volunteers
- 2 Elected by employees
- 3 Appointed by management
- 4 Do not want ANY kind of employee organization (Volunteered - go to q50)
- 9 Don't know/refused

q48d an organization that includes EVERYONE except upper management, or one that just includes employees doing the SAME kind of work YOU do?

- 1 Everyone except upper management
- 2 Only employees doing same kind of work
- 3 Do not want ANY kind of employee organization (Volunteered - go to q50)
- 9 Don't know/refused

q48e an organization that has access to CONFIDENTIAL information about company performance, or one that only has access to information the company has made PUBLIC?

- 1 Confidential information
- 2 Only public information
- 3 Do not want ANY kind of employee organization (Volunteered - go to q50)
- 9 Don't know/refused

q48f. an organization that has its OWN budget and staff paid through EMPLOYEE contributions, or one that conducts its business with the budget and staff given by the COMPANY?

- 1 Own budget and staff
- 2 Company budget and staff
- 3 Do not want ANY kind of employee organization (Volunteered - go to q50)
- 9 Don't know/refused

q48_1 Do you think the employees who participate in an employee organization like this would need legal protection from discrimination and harassment, or would legal protection not be

necessary?

- 1 Legal protection needed
- 2 Not necessary
- 3 Do not want ANY kind of employee organization (Volunteered - go to q50)
- 9 Don't know/refused

q49a **(IF S6=4)** How willing would YOU be to volunteer two or three hours a month to participate in an employee organization to discuss workplace issues with your (company's/ organization's) management? If the organization was set up the way you just described, would you be ... **(READ)**

- 1 Definitely willing
- 2 Probably Willing
- 3 Probably not willing
- 4 Definitely not willing
- 9 Don't know/refused **(DO NOT READ)**

q49 **(IF S6=2)** How willing would you be to work with such an organization in solving workplace problems? If the organization was set up the way you just described, would you be ... **(READ)**

- 1 Definitely willing
- 2 Probably Willing
- 3 Probably not willing
- 4 Definitely not willing
- 9 Don't know/refused **(DO NOT READ)**

q49b Do you think employee organizations can be effective EVEN IF management does not cooperate with them, or do you think they can ONLY be effective if management cooperates?

- 1 Can be effective without cooperation
- 2 Can only be effective if management cooperates
- 9 Don't know/refused

q49c. **(ASK ONLY IF S6=4)** Which ONE of these employee organizations would you prefer **(ROTATE ORDER)**: One that management cooperated with in discussing issues, but had no power to make decisions. OR, One that had more power, but management opposed.

- 1 Management cooperation, no power
- 2 More power, management opposes

- 3 Do no prefer either (**VOLUNTEERED**)
 9 Don't know/refused
50. Federal law guarantees employees certain protections in the workplace. To the best of your knowledge, please tell me if you think it is now legal or not legal for employers to do each of the following. (First,) is it legal or not legal for employers to... (**READ AND ROTATE ITEMS; ASK ITEMS a-c OF FORM A ONLY AND ITEMS d-f OF FORM B ONLY**)
- q50a. Fire an employee for no reason
 1 Legal
 2 Illegal
 9 Don't know/refused
- q50b. Move someone to a job with less pay or responsibility for trying to form a union
 1 Legal
 2 Illegal
 9 Don't know/refused
- q50c. Refuse family leave so an employee can care for a sick child
 1 Legal
 2 Illegal
 9 Don't know/refused
- q50d. Fire someone for refusing to do hazardous work
 1 Legal
 2 Illegal
 9 Don't know/refused
- q50e. Permanently replace someone who goes on strike
 1 Legal
 2 Illegal
 9 Don't know/refused
- q50f. Avoid hiring blacks or other minorities, if they have good business reasons for doing so
 1 Legal
 2 Illegal
 9 Don't know/refused
- 51a. (**ASK FORM A ONLY**)In the following areas, do you think current laws give employees TOO LITTLE legal protection, or MORE PROTECTION THAN IS NECESSARY? (**ASK ITEMS a-c ONLY OF THE FIRST HALF OF THE FORM AND ITEMS d-f ONLY OF THE SECOND HALF OF THE FORM; DO NOT ROTATE**)

q51aa. Job discrimination based on race, sex, or age

- 1 Too little protection
- 2 More protection than is necessary
- 3 About the right amount of protection (**VOLUNTEERED**)
- 9 Don't know/refused

q51ab. Being fired without cause

- 1 Too little protection
- 2 More protection than is necessary
- 3 About the right amount of protection (**VOLUNTEERED**)
- 9 Don't know/refused

q51ac. Layoffs and plant closings

- 1 Too little protection
- 2 More protection than is necessary
- 3 About the right amount of protection (**VOLUNTEERED**)
- 9 Don't know/refused

q51ad. Use of temporary or part-time employees to replace full-time employees

- 1 Too little protection
- 2 More protection than is necessary
- 3 About the right amount of protection (**VOLUNTEERED**)
- 9 Don't know/refused

q51ae. Rights to form unions and employee associations

- 1 Too little protection
- 2 More protection than is necessary
- 3 About the right amount of protection (**VOLUNTEERED**)
- 9 Don't know/refused

q51af. Conflicts between work responsibilities and family responsibilities

- 1 Too little protection
- 2 More protection than is necessary
- 3 About the right amount of protection (**VOLUNTEERED**)
- 9 Don't know/refused

51b. (**ASK FORM B ONLY**) In the following areas, do you think current laws put TOO FEW legal restrictions on management, or MORE restrictions than are NECESSARY? (**ASK ITEMS a-c ONLY OF THE FIRST HALF OF THE FORM AND ITEMS d-f ONLY OF THE SECOND HALF OF THE FORM; DO NOT ROTATE**)

q51ba. Job discrimination based on race, sex, or age

- 1 Too few restrictions on management

- 2 More restrictions than necessary
- 3 About the right amount of restrictions
- 9 Don't know/refused

q51bb. Being fired without cause

- 1 Too few restrictions on management
- 2 More restrictions than necessary
- 3 About the right amount of restrictions
- 9 Don't know/refused

q51bc. Layoffs and plant closings

- 1 Too few restrictions on management
- 2 More restrictions than necessary
- 3 About the right amount of restrictions
- 9 Don't know/refused

q51bd. Use of temporary or part-time employees to replace full-time employees

- 1 Too few restrictions on management
- 2 More restrictions than necessary
- 3 About the right amount of restrictions
- 9 Don't know/refused

q51be. Rights to form unions and employee associations

- 1 Too few restrictions on management
- 2 More restrictions than necessary
- 3 About the right amount of restrictions
- 9 Don't know/refused

q51bf. Conflicts between work responsibilities and family responsibilities

- 1 Too few restrictions on management
- 2 More restrictions than necessary
- 3 About the right amount of restrictions
- 9 Don't know/refused

q52. Have you, or anyone you know personally, ever gone to court or to a government agency because of a possible violation of workplace rights? **(IF YES, DETERMINE IF SELF OR SOMEONE ELSE)**

- 1 Yes, myself
- 2 Yes, someone I know
- 3 Both self and someone else
- 4 No, neither
- 9 Don't know/refused

q53 **(ASK IF Q52=1 OR 3)** How satisfied were you with the outcome of your complaint ...**(READ)**

- 1 Very satisfied
- 2 Somewhat satisfied
- 3 Not too satisfied
- 4 Not satisfied at all
- 9 Don't know/refused **(DO NOT READ)**

q54. Have you, or anyone you know personally, ever **THOUGHT ABOUT** going to court or to a government agency about a possible violation of workplace rights, but decided **NOT** to go? **(IF YES, DETERMINE IF SELF OR SOMEONE ELSE)**

- 1 Yes, myself
- 2 Yes, someone I know
- 3 Both self and someone else
- 4 No, neither
- 9 Don't know/refused

q55. **(ASK IF Q54=1 OR 3)** Why did you decide not to pursue your complaint? **(DO NOT READ. RECORD ALL MENTIONS).**

Five possible mentions: q55_1-q55_5. Each one can range from 1-18
Only 2 mentions necessary so q55_3, q55_4, q55_5 are blank

- 1 Problem wasn't that important/not worth the trouble
- 2 Couldn't find/afford a lawyer
- 3 Afraid of what employer would do
- 4 Intimidated by process of making complaint
- 5 Problem was solved in another way
- 6 Quit job
- 17 Other reason **(SPECIFY)**
- 18 Don't know/refused

q56a. **(ASK FORM A ONLY)** Going to court or to a government agency can be expensive and time-consuming. Here is an alternative I'd like your opinion about: In legal disputes between employees and management, **MANAGEMENT** would choose an outside referee or arbitrator, from a list approved by the government, to make a decision in the case. How effective would this be in **FAIRLY** resolving disputes over legal rights in your (company/organization)? Would you say ... **(READ)**

- 1 Very effective
- 2 Somewhat effective
- 3 Not too effective

- 4 Not Effective at all
9 Don't know/refused (**DO NOT READ**)

q56b. (**ASK FORM B ONLY**) Going to court or to a government agency can be expensive and time-consuming. Here is an alternative I'd like your opinion about: In legal disputes between employees and management, an ELECTED committee of employees and management would JOINTLY choose an outside referee or arbitrator, from a list approved by the government, to make a decision in the case. How effective would this be in FAIRLY resolving disputes over legal rights in your (company/organization)? Would you say ...(**READ**)

- 1 Very effective
2 Somewhat effective
3 Not too effective
4 Not effective at all
9 Don't know/refused (**DO NOT READ**)

q57. If you felt your own legal workplace rights had been violated, would you prefer to use this alternative system or would you prefer to go to court or to a government agency?

- 1 Use alternative system
2 Go to court or government agency
9 Don't know/refused

q58. During this interview, we've talked about a few different ways to increase employees' say in workplace matters and make sure they are treated fairly. Which ONE of the following three ways do YOU think would be most effective? (**READ**)

- 1 A, LAWS that protect the rights of individual employees
2 B, Joint employee and management COMMITTEES that DISCUSS problems, 3
Or, C, (**FOR FIRST HALVES OF FORM A AND B USE:** Employee organizations/**FOR SECOND HALVES OF FORMS A AND B USE:** that NEGOTIATE or bargain with management over issues?
9 Don't know/refused (**DO NOT READ**)

age Now I have a few background questions that we'll use for statistical purposes only....First, what was your age on your last birthday?

- _____ Exact age
97 97 or older
99 Refused

d2. Are you now married, living as married, widowed, divorced, separated, or have you never

been married?

- 1 Married
- 2 Living as Married
- 3 Widowed
- 4 Divorced
- 5 Separated
- 6 Never been married
- 9 Refused

d3. Do you have any children UNDER the age of 18?

- 1 Yes
- 2 No
- 9 Refused

d4. (ASK IF D3=1)What is the age of your YOUNGEST child?

- 1 Less than 3 years old
- 2 3 to 4 years old
- 3 5 to 9 years old
- 4 10 to 13 years old
- 5 14 to 17 years old
- 9 Refused

educ. What is the last grade or class that you completed in school?

- 1 None, or grade 1 to 8
- 2 High school incomplete (Grades 9 - 11)
- 3 High school graduate (Grade 12)
- 4 Business, technical or vocational school after high school
- 5 Some college, no four-year degree
- 6 College graduate, four-year degree
- 7 Post-graduate or professional schooling, after college
- 9 Refused

d6. Are you, yourself, of Hispanic or Latino background such as Mexican, Puerto Rican, Cuban, or some other Spanish background?

- 1 Yes
- 2 No
- 9 Refused

race What is your race? Are you white, black, Asian, or some other race?

- 1 White
- 2 Black
- 3 African-American
- 4 Asian
- 5 Other or mixed race
- 8 Don't know
- 9 Refused

sex **RECORD RESPONDENT'S SEX:**

- 1 Male
- 2 Female

d9. In politics today, do you consider yourself to be a Republican, a Democrat, or an Independent?

- 1 Republican
- 2 Democrat
- 3 Independent
- 4 Other (**VOLUNTEERED**)
- 9 Don't know/Refused

d10. Thinking back to the 1992 presidential election, when Clinton ran against Bush and Perot, did things come up to keep you from voting, or did you happen to vote?

- 1 Yes
- 2 No
- 9 Don't know/refused

d11. (**ASK IF D10=1**)Did you vote for Clinton, Bush or Perot?

- 1 Clinton
- 2 Bush
- 3 Perot
- 4 Other candidate (**VOLUNTEERED**)
- 9 Refused

d12. Thinking once more about your (main) job, are you salaried, paid by the hour, or some other way?

- 1 Salaried
- 2 Paid by the hour
- 3 Other (**SPECIFY**)
- 9 Refused

d13. (**ASK IF D12=1**) What is your current salary, BEFORE taxes and deductions are taken out?

- 000001 - 999997 Current salary up to \$999, 997 (**PROBE FOR ONE NUMBER**)
- 999998 - \$999, 998 or more
- 999999 Refused

d13a. (**ASK IF D12=1**) What is your current salary, BEFORE taxes and deductions are taken out?

- 1 Per week
- 2 Per two week period
- 3 Per month
- 4 Per year
- 5 Other period (**SPECIFY**)
- 9 Refused

d14_1 (**ASK IF d12=2**) What is your current hourly wage (for your main job)?

- 00.01 - 99.97 Current hourly rate up to \$99,97 **PROBE FOR ONE NUMBER; BE SURE TO USE DECIMAL POINT**)
- 99.98 \$99,98 or more
- 99.99 Refused

d15. (**ASK IF D12=2,3 OR 9**) On average, what are your weekly earnings (from your main job)?

- 0001-9997 Current earnings up tp \$9,997 (**PROBE FOR ONE NUMBER**)
- 9998 \$9998 or more
- 9999 Refused

d15a. Do your earnings provide just about ALL of your household's income, most of it, about half, less than half, or very little of your household's income?

- 1 All or almost all
- 2 Most
- 3 Less than half
- 4 Very little

9 Don't know/Refused

D16. On your (main) job, do you ... **(READ ITEMS, IN ORDER)**

d16a. Receive any bonuses based on profit sharing?

1 Yes

2 No

9 Don't know/Refused

d16b. Receive any bonuses based on meeting workplace goals?

1 Yes

2 No

9 Don't know/Refused

d16c. Participate in an employee stock ownership or ESOP plan?

1 Yes

2 No

9 Don't know/Refused

d16d. Work in an employee-owned (company/organization)?

1 Yes

2 No

9 Don't know/Refused

d16e. Have health insurance available to you that the (company/organization) helps to pay for?

1 Yes

2 No

9 Don't know/Refused

d16f. Have paid vacation time?

1 Yes

2 No

9 Don't know/Refused

d17 We're almost done. There's just one more question. We'd like to mail you some material describing possible changes in the laws about employee-management relations. After you've had a chance to read the material, we'd like to call you back and briefly get your reactions to these new ideas. Again, your responses will be completely confidential, but I'll need your name and mailing address so I can send you the material.

NAME:

STREET ADDRESS:

CITY AND STATE:

ZIP CODE:

9 Address refused

END OF INTERVIEW. THANK RESPONDENT: That completes the interview. Thank you VERY MUCH for your cooperation.

INTERVIEWER: PLEASE RATE YOUR OWN IMPRESSIONS OF RESPONDENT:

d18. General demeanor

1 Seemed relaxed
2 Seemed nervous
9 Can't say

d19. Honesty/Openness

1 Seemed honest/straightforward
2 Seemed evasive/holding something back
3 Can't say

d20. Indicate number of call on which this interview was completed

1 2 3 4 5 6 7 8+

d21. Indicate whether this contact was a refusal conversation or a break-off conversation

1 Refusal conversation
2 Break-off conversation
3 Neither