

## Appendix D

### Cognitive Interviewing Report, Script, and Copy of Instrument Used

Voice in the Mining Workplace Cognitive Interviews:

During January and February, NORC at the University of Chicago conducted 9 cognitive interviews with miners in Logan, West Virginia; Brownsville, PA; Fairmont, WV; and Terra Alta, WV. The following table presents the demographics of this set of 9 respondents:

Mine characteristics by union membership

		Current union membership		
		Not a union member	Union member	All
Mine name provided	No	2	0	2
	Yes	2	5	7
Mine location	Underground	2	4	6
	Surface	1	0	1
	Both	1	1	2
Job(s) performed	Electrician	1	0	1
	Laborer	1	2	3
	Mechanic/Maintenance	0	1	1
	Bolter	0	1	1
	Multiple jobs	1	1	2
	Blank/refused	1	0	1
	Annual coal production (tons)	500,000 - 749,999	1	0
	750,000 - 999,999	1	0	1
	1,000,000 or more	1	5	6
	Blank/refused	1	0	1
Total workers at mine	10 to 19	1	0	1
	20 to 34	1	0	1
	100 to 249	1	5	6
	Blank/refused	1	0	1
Total workers employed by company	20 to 99	1	0	1
	100 to 249	0	1	1
	250 to 500	1	1	2
	3,000 or more	1	3	4
	Blank/refused	1	0	1

Worker characteristics by union membership

		Current union membership		
		0 Not a union member	1 Union member	All
		Count	Count	Count
Years at current employer	Yrs.			
	2	1	1	2
	3	1	1	2
	5	0	1	1
	11	0	1	1
Years at current location	32	0	1	1
	2	1	1	2
	3	1	1	2
	5	0	1	1
	11	0	1	1
Years with current supervisor	32	0	1	1
	1.0	1	2	3
	1.5	0	1	1
	2.0	1	1	2
	5.0	0	1	1
Education level	High School degree or GED	0	2	2
	Some college	2	1	3
	Trade, technical, or vocational education	0	1	1
	College degree	0	1	1
Race	Blank/refused	2	0	2
	White	3	5	8
	Blank/refused	1	0	1
Hispanic status	No	2	5	7
	Yes	0	0	0
	Blank/refused	2	0	2

- All 9 respondents thought the questionnaire looked professional and that the confidentiality guarantee was believable, though they also agreed that willingness to participate would be location and context dependent with union mines estimated to be more likely to feel more confident and motivated to provide information.
- It was strongly suggested that the Masthead with the MSHA logos would be perceived positively at the union mines but NOT at the non-union mines. Even the union miners admitted that they often had to explain to their miners that MSHA was on their side. With regard to the non-union miners, it was emphasized that the miners might be scared to be seen as cooperating with MSHA.
- All agreed that it would make a difference who administered the questionnaire, but many said it should be the mine superintendent or an MSHA rep, while others said it should be an older inspector and or someone known to have a lot of experience. Some also mentioned the importance that it be a man. All thought that a “third party” person would be a good choice and no one thought that would be a problem.
- Respondents thought that administering the questionnaire at a refresher training would work though most said those most often occur at the mine site. Union miners in particular did not feel this would pose a problem, though there was difference of opinion about the feasibility of doing this, some indicating that the annual refreshers had already occurred for their site, while others said they were scattered in time with relatively few people at a time.
- Respondents thought most of the items were clearly worded and that the arrows did assist following the skip patterns, however most thought that questions a and b (the first two questions on page 1) were unnecessary if this was to be administered at the mine site and for sure if it were administered at a refresher training. All but one respondent said we would not encounter anyone under 18 (one non-union miner said there were rarely 17 year olds). All agreed that it was unlikely that anyone who was not a miner would be at a training but again there was one who pointed out that the further qualification that a miner had worked within the last 6 months might exclude someone who was just returning after a longer absence. A number of people recommended It was pointed out that there is no mixing of union and non-union employees at a single site and that question might be seen as strange or even problematic when administering the questionnaire at a non-union site.
- With regard to the questions in #4 (p.2) referring to “my mine” they all felt they were good questions that most miners should not have problems answering, most felt that “my mine” meant the specific site location or the company that owned the mine at that site, but a few thought of the larger company, and most thought that contractors in particular would not necessarily think of a specific site with the current wording.

- In Question 5, some pointed out that “grievance procedure” was not a good term here, that filing a grievance was not the same as registering a complaint. Many did not know what was meant by the term “Peer review system.”
- With regard to question 7, most felt that miners in general knew of the existence of the Mine Act but that many (and most red-hat miners) would not know very much about the specifics of the Mine Act.
- It was suggested that the last alternative in item 8 actually specify the website.
- With regard to the pictured items on pages 5-7, respondents thought the pictures were accurate and helpful, but that while a number of miners would remember seeing them, fewer would have received their own copies and fewer would have actually read them. They felt that these materials are not well circulated and that more effort needs to be made to get these into the hands of the miners. The Union miners seemed to know more about them but felt that the distribution of them needed improvement acknowledging that they often mysteriously disappeared from places they had been left. This is described as a greater problem at non-union sites.
- It is interesting to note that a number of the interviewees were aware that there is some controversy between the MSHA program “One Call Does it All” and the State of West Virginia’s assertion that “One Call does NOT do it All” but rather that miners need also to call a number provided by the State. In the second round of the interviews, this seemed less well known.
- Most felt that miners would understand and be comfortable with the use of the term “Voice,” but a few thought it would be less familiar and some suggested “Freedom” to report concerns or take the actions described in the questionnaire.
- Most thought that the miners would accurately report awareness of the rights listed in item 27, but some non-union miners thought that some might exaggerate their knowledge, whereas the union miners said that they felt people would not be reluctant to indicate if they were not aware of something. Some respondents seemed not to realize the item was asking about knowledge of the right, not about whether they would or had exercised that right. This needs to be clarified in the instruction for the item.
- In Item 29, some thought that the term “Safety and Health Hazard” even with the provided definition, was too wordy, though most thought it would be understood. Some suggested that it would probably be interpreted as something indicative of a “violation.” Many thought this would be a better wording (“violation”), though most said that safety and health hazards are always violations, while not all violations are necessarily safety and health hazards.
- There is a typo in the stem to item 28 that must be fixed.

- Most felt that the lists of subparts in questions 28 and 29 were clear and complete, many pointing out that they were good questions and that they were impressed with how complete the lists were. It was recommended that we place the key phrase “I feel Comfortable” or “I would” at the left immediately above the line that divides the stem from the subparts.
- With regard to 29 b., it was suggested by several respondents that a better wording would be “fix the hazard myself.”
- Many felt that the alternative “[I would] Quit my job]” was not likely to be endorsed and could be off-putting.
- Most felt that all but the very newest would answer question 30 in the affirmative and that the question was not really necessary, that we could simply ask 31.
- With regard to number 33, some thought we should include an option indicating they had informed a spouse or family member. Others thought it would be important to inquire why they had not informed someone who could actually do something.
- Respondents liked the “check all that apply” option where appropriate and added that Items 32, 36, and 38 should also have that instruction.
- While most miners were able to read and respond to the questionnaire with little or no problem, there were a couple of cases where some respondents read somewhat haltingly, and one respondent pointed out that while he and many of his coworkers could deal with the questionnaire, that a number of people he knew would simply not have the reading skill to read this questionnaire themselves. It was clear (as also attested by this respondent) that those who were less able to read, were not less intellectually capable, they just did not have the reading skills.
- It was stated by several miners that “miners are a ‘breed apart’ and are “like family,” indicating that this can be both a source of resistance to answering a survey like this particularly in non-union mines as well as the source of a very different view of safety and health concerns simply because many do not view injury and illness with the same assessment of severity. Some may complain about “every little thing,” while others will insist on continuing to work with quite a lot of pain. It was suggested that even the qualification “needing more than first aid” would mean different things to different people.
- With regard to item 41, it was noted that the question asks “How much voice do you have” while the scale anchors say “Very low” to “very high.” This is confusing and should be fixed.
- The skip instruction in 43 is incorrect. If a respondent gives the mine name, they could skip 44 and 46-48, but the mine name would not allow us to know 45 or 49-54. A skip to 55 would miss all this information.

**Voice in the MSHA Workplace -- Cognitive Interview Script**

**DURING THIS INTERVIEW, WE WILL BE TALKING ABOUT THE QUESTIONS IN THE QUESTIONNAIRE I JUST HANDED YOU. WE ARE INTERESTED IN HOW WELL THE QUESTIONNAIRE IS WRITTEN AND IN HOW EASY IT IS TO UNDERSTAND AND TO ANSWER, RATHER THAN YOUR ANSWERS TO THE QUESTIONS. WE ASK THAT YOU READ THROUGH THE QUESTIONNAIRE WITH US ONE PAGE AT A TIME AS WE ASK SOME FOLLOW-UP QUESTIONS ABOUT THE MATERIAL ON EACH PAGE.**

**Also, at any point, please let us know if anything is unclear and make comments as you are reading the questions. We especially want to know if you see a question that you think the average miner wouldn't want to answer.**

**LET'S BEGIN. PLEASE READ THE COVER PAGE OF THE QUESTIONNAIRE.**

CI1. One very important thing we want to know is how clearly we have made our guarantee of confidentiality and what more we can do to assure people that their responses will remain completely confidential.

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CI2 Who should administer the survey questionnaire?

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CI3. How important is who administers the survey?

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CI4. Do you think it makes a difference where the survey is administered?

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**NOW, PLEASE TURN TO THE FIRST PAGE OF QUESTIONS LABELED a) THROUGH c).**

**Page 1: Items a-c**

Probe a.1. Are the items on this first page clear?

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Probe a.2: Do the instructions make sense? What about the “arrows?”

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Probe a.3: was it clear whether you were eligible to complete the questionnaire?

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**NOW, PLEASE GO NO TO PAGE 2 OF THE QUESTIONNAIRE AND READ ITEMS 1 THROUGH 4.**

**Page 2: Items 1-4**

Probe 1: Were these questions clear?

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Probe 2: Were they questions you think most miners would feel comfortable answering ?

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Probe 4: In question 4, several questions use the phrase “my mine.” What did you think of when you read that term?

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Probe 4.1: Were there any of the subparts of question 4 that you think miners would have problems with or would be reluctant to answer?

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**NOW, PLEASE TURN TO PAGE 3. WE WILL GO THROUGH THESE QUESTIONS ONE AT A TIME. PLEASE READ QUESTION 5.**

**Page 3: Items 5-7**

Probe 5.1: Did the list in this item seem complete?

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Probe 5.2: Was there anything on the list that didn't seem to belong? Was there anything missing?

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**NOW READ QUESTION 6 AND THINK ABOUT THE SAME THINGS:**

Probe 6.1: Did the list in this item seem complete?

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Probe 6.2: Was there anything on the list that didn't seem to belong? Was there anything missing?

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**PLEASE READ QUESTION 7.**

Probe 7.1: What sources of information did you think about when answering this question?

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Probe 7.2: What is the Mine Act? Do you think this is something most miners will be able to talk about?

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**PLEASE TURN TO PAGE 4 AND READ QUESTION 8.**

**Page 4: Items 8**

Probe 8.1: Did the list in this item seem complete?

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Probe 8.2: Was there anything on the list that didn't seem to belong? Was there anything missing?

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**PLEASE TURN TO PAGE 5 READ QUESTIONS 11 THROUGH 14.**

**Page 5: Item 11-14**

Probe11.1: Were these questions clearly worded?

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Probe11.2: Did the picture help you identify the material you were being asked about?

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Probe11.3: Please tell us if you think the average miner would be able to identify the material we were talking about from the picture.

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**PLEASE TURN TO PAGE 6 READ QUESTIONS 15 THROUGH 20.**

**Page 6: Item 15-20**

Probe15.1: Were these questions clearly worded?

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Probe15.2: Did the picture help you identify the material you were being asked about?

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Probe15.3: Please tell us if you think the average miner would be able to identify the material we were talking about from the picture.

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**PLEASE TURN TO PAGE 7 READ QUESTIONS 21 THROUGH 26.**

**Page 7: Item 21-26**

Probe21.1: Were these questions clearly worded?

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Probe21.2: Did the picture help you identify the material you were being asked about?

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Probe21.3: Please tell us if you think the average miner would be able to identify the material we were talking about from the picture.

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**PLEASE TURN TO PAGE 8 AND READ ITEM 27.**

**Page 8: Item 27**

Probe27.1: Were these questions clearly worded?

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Probe 27.2: Please tell us how willing do you think the average miner would be to answer these questions?

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Probe 27.3: Can you tell me in your own words what are some of the rights described in the question?

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**PLEASE TURN TO PAGES 9-13 AND READ ITEMS 28-42**

**Pages 9-13: Item 28-42**

**QUESTIONS 28 THROUGH 41 DEAL WITH HOW COMFORTABLE MINERS WOULD FEEL TAKING VARIOUS STEPS TO DEAL WITH HAZARDS THEY ENCOUNTER IN THEIR WORK LIFE. PLEASE READ THROUGH THESE QUESTIONS WITH ME AND TELL ME:**

Probe 28.1: ARE THE QUESTIONS CLEAR AND WELL WORDED?

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Probe 28.2: ARE THEY QUESTIONS MOST MINERS WOULD ANSWER?

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Probe28.3: WHAT WOULD MOST CONCERN YOU IF YOU SAW THESE QUESTIONS ON A QUESTIONNAIRE YOU WERE FILLING OUT?

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Probe28.4: IS THERE ANYONE YOU WOULD NOT WANT TO KNOW ABOUT YOUR ANSWERING A QUESTIONNAIRE SUCH AS THIS?

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Probe28.4.1[IF YES] WHO WOULD YOU BE MOST CONCERNED MIGHT KNOW?

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Probe28.5: WHAT WOULD MAKE YOU MORE COMFORTABLE?

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***VII Demographics***

**D1. FINALLY, PLEASE TURN TO PAGE 14 AND 15 AND THIS TIME PLEASE ACTUALLY ANSWER THE QUESTIONS ON THOSE PAGES WHICH WILL BE TOTALLY ANONYMOUS AND CONFIDENTIAL AND WILL ONLY BE USED FOR STATISICAL PURPOSES TO HELP US BETTER ORGANIZE THE INFORMATION PEOPLE GIVE US. AS BEFORE, PLEASE ALSO TELL US IF YOU FIND THESE QUESTIONS UNCOMFORTABLE AND WHETHER YOU THINK MOST MINERS WOULD ANSWER THESE QUESTIONS.**

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# National Survey of Miners' Voice in the Workplace

OMB Control No. xxxx-xxxx. Expires xx/xx/2014



Thank you for answering some questions about mine safety and health!

- **Your honest answers are very important.** They will help MSHA decide how to promote safe work practices in mines.
- **These surveys are anonymous.** No names will be attached to or associated with the response. Your confidentiality will be protected to the greatest extent allowed by law.
- **If you have any questions about this survey,** call Eastern Research Group, Inc. (ERG) at **1-877-xxx-xxxx.**
- **To report any safety and health problems or other workplace concerns,** call MSHA's Hot Line at **1-800-746-1553.**

**We are looking for responses from adult coal mine workers. Please answer these questions to see if you are eligible to take the survey.**

**a) I am 18 years of age or older:**

Yes → Please continue to b) below.

No → Thank you for your time. If you are under 18 years of age, it is not necessary to complete the rest of the survey. Please place the survey in the envelope marked “return envelope” and place it in the box marked “completed surveys” at the front of the room.

**b) I currently work in coal mining or coal extraction or I have worked in coal mining or coal extraction in the last 6 months.**

Yes → Please continue to c) below.

No → Thank you for your time. If you are not a current or recent coal mining or extraction worker it is not necessary to complete the rest of the survey. Please place the survey in the envelope marked “return envelope” and place it in the box marked “completed surveys” at the front of the room.

**c) I am a (please select only one):**

Miner → Please continue onto the **next page** and take the survey. Thanks!

Front Line Supervisor or Foreman

Mine Manager → Thank you for your time. We are hoping to obtain responses from non-management personnel. Please place the survey in the envelope marked “return envelope” and place it in the box marked “completed surveys” at the front of the room.

Your answers are **anonymous**.

- A union in my workplace represents me if I have a dispute with my employer.

Yes  
 No  
 Don't know

- I currently belong to a union.

Yes [Go to Question 4](#)  
 No [Go to Question 3](#)

- Within the last 2 years, I belonged to a union.

Yes  
 No

- Please tell us how much you agree with these statements ([please check one box for each](#)):



In this survey, “safety and health hazard” means: A condition or practice that, if not fixed, could cause a serious accident, injury, illness, or death.

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
a. I trust my mine management to provide a safe and healthful workplace.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. My mine is a safe mine.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. If I raise a concern about a <b>safety or health hazard</b> , my supervisor or mine management takes action to address the issue.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. I can raise a concern about a <b>safety or health hazard</b> without worrying about the consequences.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. If I had the opportunity, I would leave my job to work at a different mine.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



- To help workers notify mine management about a concern, my mine has:

(check all that apply)

- Suggestion system
- Regular meetings with supervisors
- Hotline
- Grievance procedure
- Peer review system
- Other (please specify): \_\_\_\_\_
- None of the above

- To give workers information on their mine safety and health rights, my mine management:

(check all that apply)

- Posts information on a bulletin board
- Provides or pays for safety and health training
- Holds regular meetings to discuss safety and health issues with workers
- Other (please explain): \_\_\_\_\_
- None of the above

- Please tell us how much you agree with these statements:

(please check one box for each)

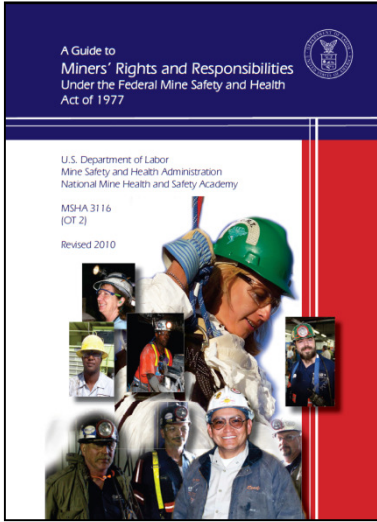
	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
a. I know where to get information about my mine safety and health rights.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. I know enough about the Mine Act to recognize a violation when it occurs.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

- If I wanted to learn more about my mine safety and health rights, I would:  
(please check one box for each)

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
a. Ask a coworker.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Ask my supervisor.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Ask someone in mine management.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Ask a miners' representative	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Ask a union representative.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Talk to a state or federal mine inspector.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Read brochures, pamphlets, or posters at my workplace.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Visit the Mine Safety and Health Administration (MSHA) website.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

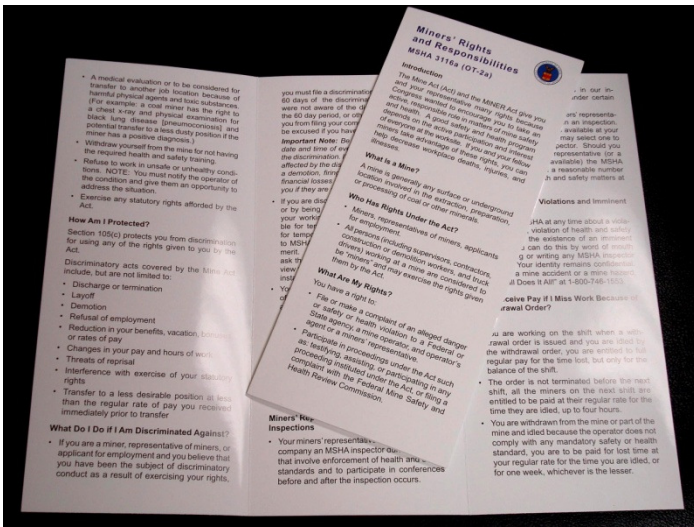
Your answers are **anonymous**.

The next set of questions show you pictures of various materials created by MSHA to tell miners about their rights. Please tell us if you have ever seen the material, if you read the material, and if you would recommend it to someone else.



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

Have you ever seen this material?	<input type="checkbox"/> Yes <input type="checkbox"/> No, <a href="#">Go to next picture</a>
Have you read it?	<input type="checkbox"/> Yes <input type="checkbox"/> No, <a href="#">Go to next picture</a>
Would you recommend it?	<input type="checkbox"/> Yes <input type="checkbox"/> No



Miners' Rights Trifold pamphlet

Have you ever seen this material?	<input type="checkbox"/> Yes <input type="checkbox"/> No, <a href="#">Go to next picture</a>
Have you read it?	<input type="checkbox"/> Yes <input type="checkbox"/> No, <a href="#">Go to next picture</a>
Would you recommend it?	<input type="checkbox"/> Yes <input type="checkbox"/> No

Your answers are anonymous.



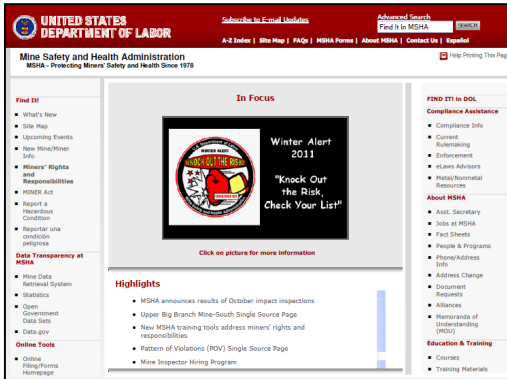
Miners' Rights  
Small card

Have you ever seen this material?	<input type="checkbox"/> Yes <input type="checkbox"/> No, <a href="#">Go to next picture</a>
Have you read it?	<input type="checkbox"/> Yes <input type="checkbox"/> No, <a href="#">Go to next picture</a>
Would you recommend it?	<input type="checkbox"/> Yes <input type="checkbox"/> No



"One Call Does it All"  
Telephone hotline

Have you ever seen this material?	<input type="checkbox"/> Yes <input type="checkbox"/> No, <a href="#">Go to next picture</a>
Have you called it?	<input type="checkbox"/> Yes <input type="checkbox"/> No, <a href="#">Go to next picture</a>
Would you recommend it?	<input type="checkbox"/> Yes <input type="checkbox"/> No



MSHA.gov Website

Have you ever seen this material?	<input type="checkbox"/> Yes <input type="checkbox"/> No, <a href="#">Go to next picture</a>
Have you read it?	<input type="checkbox"/> Yes <input type="checkbox"/> No, <a href="#">Go to next picture</a>
Would you recommend it?	<input type="checkbox"/> Yes <input type="checkbox"/> No



Miners Rights Poster

Have you ever seen this material?	<input type="checkbox"/> Yes <input type="checkbox"/> No, <a href="#">Go to next picture</a>
Have you read it?	<input type="checkbox"/> Yes <input type="checkbox"/> No, <a href="#">Go to next picture</a>
Would you recommend it?	<input type="checkbox"/> Yes <input type="checkbox"/> No

The following questions ask about your knowledge of your rights under the Mine Safety and Health Act. **This is not a test.** Your honest answers will help MSHA understand how to keep miners informed of their rights.

- Please tell us if you were **fully aware** of each of the following rights *before* taking this survey. “Fully aware” means you already knew that you have the right and would not need to ask anyone about it.

	Yes	No
a. Make a complaint about a possible danger or safety or health violation -- to my mine management.	<input type="checkbox"/>	<input type="checkbox"/>
b. Tell MSHA or a state agency about a possible safety hazard.	<input type="checkbox"/>	<input type="checkbox"/>
c. Select a representative to participate in an inspection.	<input type="checkbox"/>	<input type="checkbox"/>
d. Get an X-ray for signs of Black Lung, paid for by my employer.	<input type="checkbox"/>	<input type="checkbox"/>
e. Request transfer to a less dusty job if I am diagnosed with Black Lung.	<input type="checkbox"/>	<input type="checkbox"/>
f. Alert my supervisor and refuse to operate equipment I am not trained to use.	<input type="checkbox"/>	<input type="checkbox"/>
e. Refuse to work in conditions I believe to be unsafe or unhealthy.	<input type="checkbox"/>	<input type="checkbox"/>
f. File a complaint with MSHA if I have been retaliated against for exercising my rights under the Mine Act.	<input type="checkbox"/>	<input type="checkbox"/>

Your answers are **anonymous**.

We are interested in how **comfortable** you would feel in exercising your rights at your mine. “Comfortable” means that you could exercise the right without worrying about any kind of retaliation or negative consequences.

- Please tell us how the extent you agree with the following statements. I feel comfortable:

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
a. Making a complaint about a possible danger or safety or health violation -- to my mine management.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Telling MSHA or a state agency about a possible safety hazard.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Selecting a representative to participate in an inspection.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Getting an X-ray for signs of Black Lung, paid for by my employer.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Requesting a transfer to a less dusty job if I am diagnosed with Black Lung.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Alerting my supervisor and refusing to operate equipment I am not trained to use.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Refusing to work in conditions I believe to be unsafe or unhealthy.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Filing a complaint with MSHA if I have been retaliated against for exercising my rights under the Mine Act.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Your answers are **anonymous**.

Please tell us how you would respond to a **safety and health hazard** when you see one in your workplace.



In this survey, “safety and health hazard” means: A condition or practice that, if not fixed, could cause a serious accident, injury, illness, or death.

- If I see a **safety and health hazard**, I would:

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
a. Not speak up about it.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Correct the hazard myself.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Talk to a family member or friend outside the mine.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Talk to a coworker.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Talk to a union representative.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Talk to a miner’s representative.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Notify my supervisor.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Notify my mine management.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Talk to the mine inspector next time they are at the mine.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. Call MSHA’s “One Call Does It All” hotline.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. Call MSHA’s field or district office.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. Report it to a state agency.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
m. Quit my job.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

n. Do something else? (please describe): \_\_\_\_\_

\_\_\_\_\_



● In the past six months, I have seen at least one **safety and health hazard**:

Yes [Go to question 31](#)

No [Go to question 39](#)

● Thinking of the *last* **safety or health hazard** I saw, I notified someone who works at my mine or a Federal or state agency:

Yes [Go to question 33](#)

No [Go to question 32](#)

● I did not report the **safety and health hazard** because:

The hazard was taken care of before I could report it to anybody.

The hazard was going to be taken care of anyway, whether I reported it or not.

I didn't know who to report the hazard to.

I didn't know how to report it.

Someone else reported it before I had the chance to do it.

I was concerned about being treated differently by mine management.

I was concerned about being treated differently by my supervisor.

I was concerned about being treated differently by peers or coworkers.

I was concerned that it might close part of the production area and cost time off the job for me or my coworkers.

Other (**please describe**): \_\_\_\_\_

● I notified (**please check all that apply**) :

A coworker

My supervisor

Some other supervisor or person in a position of authority.

A union representative

A miner's representative

A mine inspector

MSHA field or district office

MSHA hotline

State government agency

Other (**please describe**): \_\_\_\_\_

- **After I reported this hazard (please check all that apply) :**

- Nothing happened.
- The hazard was corrected or fixed.
- The mine operator received a citation for a violation.
- That section of the mine was temporarily closed.
- Other (please describe): \_\_\_\_\_

- **After I reported this hazard, I experienced some negative reaction from my coworkers:**

- Yes      **Go to question 36**
- No        **Go to question 37**

- **The negative reaction from my coworkers included:**

- “Silent treatment” from work friends.
- Excluded from social get-togethers outside of work.
- Lost friendships with coworkers.
- Criticism, teasing, or mild threats.
- Other (please describe): \_\_\_\_\_

- **After I reported this hazard, I experienced retaliation from management or supervisors.**

- Yes      **Go to question 38**
- No        **Go to question 39**

- **The negative reaction from management included:**

- Lost my job.
- Lost work hours.
- Lost “perks” (such as time off for personal matters, use of company vehicle, etc.).
- Was transferred to a less desirable job.
- Was reassigned to another shift, or rotated between shifts.
- Lost pay, or had pay cut due to work reassignment.
- Had a lower raise or lower bonus than expected.
- Got more frequent on-the-job discipline or criticism.
- Got unexpected drug/alcohol test.
- Other **(please describe)**: \_\_\_\_\_

- **In the past two years, I had at least one mining-related injury or illness that needed medical attention beyond first aid:**

- Yes **Go to question 40**
- No **Go to question 42**

- **Thinking of the last injury or illness, I reported it to mine management:**

- Yes **Go to question 42**
- No **Go to question 41**

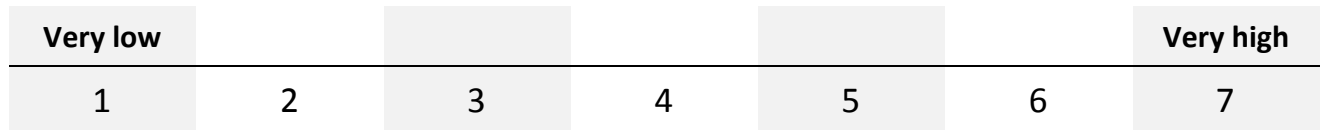
- **I did not report the injury or illness because I did not want to: (check all that apply)**

- Lose a bonus or prize for myself.
- Lose a bonus or prize for a group of employees.
- Face the possibility of discipline.
- Face a drug test.
- Break the mine’s record for low numbers of reportable or lost-time accidents.
- Be seen as an “accident-prone” or “careless” worker.
- Go through a workers’ compensation investigation.
- Other **(please describe)**: \_\_\_\_\_

- Please tell us how much **voice** you feel you have in your workplace.



“Voice” means your ability to exercise your rights without fear of retaliation from your employer.



To finish this survey, please tell us a little more about yourself and your mine.

- **What is the name of the mine you currently work in?**

\_\_\_\_\_ Mine Name

[Go to question 55](#)

I don't know

[Go to question 44](#)

I prefer not to name my mine.

[Go to question 44](#)

- **I work in:**

Underground - Coal

Surface - Coal

- **My job title/role is:**

Beltman/Boom Operator

Car Dump/Grizzly/Screen

Cleanup/Ventilation

Electrician

Haul, Dump

Hoist/Cage/Skip

Laborer

Loading Machine Operator

Mechanic/Maintenance

Mining Machine Operator

Powderman/Blaster

Rail Transportation And Hauling

Rock/Roof Bolter

Supervisor/Foreman

Technical/Professional/Clerical

Your answers are **anonymous**.

- Timberman/Jacksetter
- Truck Driver
- Welder/Machinist
- Other (please describe): \_\_\_\_\_

● Every year, my mine produces (please estimate) :

- Less than 50,000 tons of coal
- 50,000 - 99,999 tons of coal
- 100,000 - 249,999 tons of coal
- 250,000 - 499,999 tons of coal
- 500,000 - 749,999 tons of coal
- 750,000 - 999,999 tons of coal
- 1,000,000 or more tons of coal

● The total number of workers at my mine is (please estimate):

- 1 to 9
- 10 to 19
- 20 to 34
- 35 to 99
- 100 to 249
- 250 or more

● At all mine sites managed by my mine company, the total number of workers is (please estimate):

- 1 to 19
- 20 to 99
- 100 to 249
- 250 to 500
- 500 to 1,000
- 1,000 to 3,000
- 3,000 or more
- I don't know

- **I have worked for my current employer for:**

\_\_\_ years

- **I have worked at my current location for:**

\_\_\_ years

- **I have worked with my current manager or immediate supervisor for:**

\_\_\_ years

- **The highest level of education that I have completed is:**

\_\_\_ Some High School

\_\_\_ High School degree or GED

\_\_\_ Some college

\_\_\_ Trade, technical, or vocational education

\_\_\_ College degree

\_\_\_ Postgraduate degree

- **What is your race? (Please select one or more.)**

\_\_\_ American Indian or Alaska Native

\_\_\_ Asian

\_\_\_ Black or African American

\_\_\_ Native Hawaiian or Other Pacific Islander

\_\_\_ White

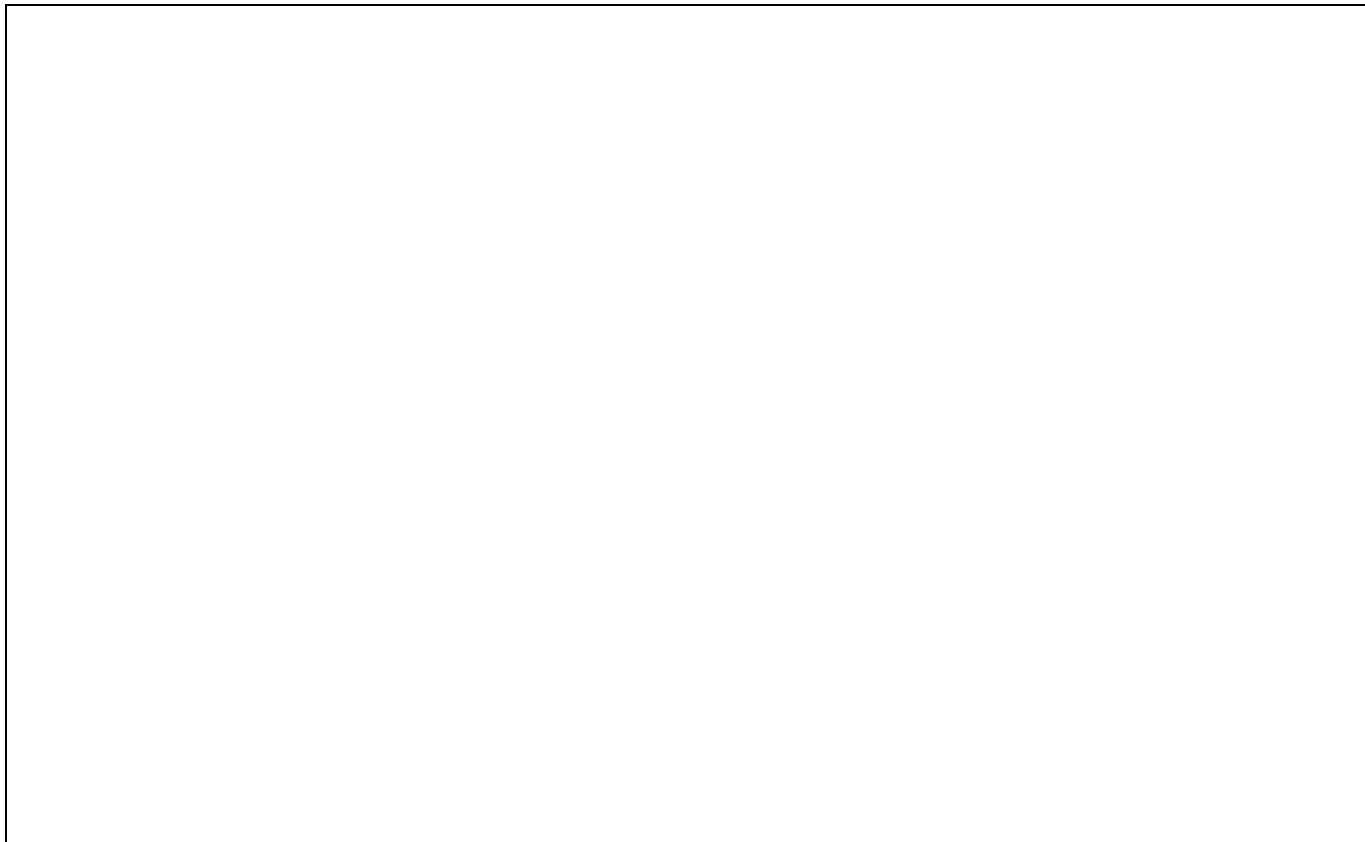
- **Are you, yourself, of Hispanic or Latino origin or descent, such as Mexican, Puerto Rican, Cuban, or other Spanish background?**

\_\_\_ Yes, I am of Hispanic or Latino origin or descent.

\_\_\_ No, I am not of Hispanic or Latino origin or descent.

Your answers are **anonymous**.

- **Is there anything else you would like to tell us about voice in mining workplaces to help us better understand your workplace?**



**Thank you!**

**Please place the survey in the envelope marked “return envelope” and place it in the box marked “completed surveys” at the front of the room.**

The results of this survey will help MSHA give coal miner’s better information about their rights.

To report any safety and health problems or other workplace concerns, call MSHA’s hot line at 1-800-746-1553.

If you have any questions about this survey, please call ERG at 1-877-xxx-xxxx.

**Who is ERG?** ERG is a private consulting firm (website: [www.erg.com](http://www.erg.com)) hired by the Department of Labor to conduct this survey. ERG will keep all information provided in this survey anonymous. The Department of Labor will never see the names of people who participate in this survey.

This survey is estimated to take 15 minutes to complete.