Worker Classification Knowledge Survey

Public Use File Documentation

Contract # DOLQ129633231
TO DOL-OPS-15-U-00100

Final
11/16/2016

Prepared for:
Jonathan Simonetta
U.S. Department of Labor
200 Constitution Ave, NW
Washington, DC 20210

Submitted by:
Utsav Kattel
Nomoya Hall
Kelly Daley
Jacob Klerman
Lauren Dunton

Abt Associates
4550 Montgomery Avenue
Suite 800 North
Bethesda, MD 20814

Acknowledgements

1. Introduction

Worker misclassification is the practice, intended or unintended, of assigning the status of independent contractor to a worker who is in fact an employee according to the current legal standard. This type of misclassification precludes the worker from receiving the statutory protections offered to employees (e.g., minimum wage, overtime), and also prevents the worker from accessing employer-provided benefits. Worker misclassification also potentially affects competition between compliant and noncompliant employers, and it may impacts the funding and administration of federal and state government programs.

Workers may not understand that the categorization of independent contractor status makes certain rights and benefits unavailable to them. This concern has been highlighted in two General Accountability Office (GAO) reports (2007, 2009) and through the activities of the Vice President's Middle-Class Task Force (Office of the Vice President of the United States 2010). Together, these efforts led to additional funding for initiatives related to misclassification (Office of Management and Budget (OMB) 2010a, 2010b), including an interdepartmental Misclassification Initiative (U.S. Department of Labor (DOL), Wage and Hour Division (WHD)) and the research described in this report.

To better document workers' understanding of issues related to job classification, Abt Associates, under contract to the DOL, designed a survey to collect information on their knowledge about their current job classification and the rights and benefits associated with that classification. Abt SRBI, a subsidiary of Abt Associates, administered the survey to 8,503 individuals. In addition, Abt SRBI conducted semi-structured interviews with 17 employers and employer representatives. This report presents the results of these two data collection efforts.

This document provides documentation related to the public use files (PUFs) of the Worker Classification Knowledge Survey. (Beyond what is contained in the technical report (Daley et al. 2016); no information from the semi-structured interviews is being released.) The survey instruments are included as Appendix A of the Methodology Report, and are also included in this document as Appendix B.[1]

The balance of this document proceeds as follows. Section 2 discusses steps to prevent disclosure. Section 3 provides sample code for analyzing the data using SAS. Section 4 provides sample code for analyzing the data using Stata. Appendix A presents the codebook. Appendix B presents the survey instrument.

---

[1]   Daley, Kelly, Stas Kolenikov, Marci Schalk, Mehera Baugher, Julie Pacer, Jacob Klerman, and Lauren Dunton. (n.d.). "Worker Classification Knowledge Survey: Volume II - Methodology Report." Cambridge, MA: Abt Associates.

2.   Suppressed and Modified Variables

The following four security measures were taken to fully ensure respondent privacy in the PUF dataset produced:

(a)   Modifications were made to some variables including rounding, top-coding, and bottom-coding the variable completely. Variables that have been modified are indicated by the suffixes of "_RECODE".

The following variables were recoded and are described in more detail later in this document:

- QAGE_RECODE
- QCONFMJ_RECODE
- QCOVER_SS_BPAY_RECODE
- QCOVER_SS_BPERC_RECODE
- QINCOME_RECODE
- QINDUSTRY_RECODE
- QMAINJOB_RECODE
- QWAGE_RECODE

(b)   No geographic information on survey respondents is included in the PUF, as specified in the Disclosure Limitation Methods of the OMB materials for this survey (see below).

(c)   Verbatim responses are not included in the PUF.

(d)   Variable categories with fewer than five responses were suppressed to ensure respondent privacy.

3. Constructed Variables for Analysis

<u>EMPFLAG</u>

We created EMPFLAG to represent respondents' self-reported worker status: employee, non-employee, or undetermined. This variable is based on responses to a combination of up to seven survey questions including QEMPLOYER, QSELF_TITLE_1, QSELF_TITLE_2, QCORP_1, QEMPLOYEE, QCERTAIN_NE, and QCERTAIN_EE. The twenty-five scenarios that generate EMPFLAG are shown in Table 1 below. We used EMPFLAG to help determine the respondents that would be asked the Detailed Classification Questions section of the survey. [2] Specifically, we asked one of two questions on how benefit coverage would change depending on respondents' EMPFLAG. In addition, we used EMPFLAG to insert a dynamic text-fill (self-employed or employee) in a question asking whether benefit coverage would change and in a question asking whether the respondent agreed with his/her worker status.

---

[2]   EMPFLAG *in combination with responses to other survey questions* determined whether or not respondents were asked the Detailed Classification Questions section of the survey. For more information on these criteria, see *Worker Classification Knowledge Survey Volume I – Technical Report*.

Table 1. Exhaustive list of 25 scenarios that generate EMPFLAG

YELLOW = EMPFLAG= 1. EMPLOYEE (total of 2 scenarios)							
GREEN = EMPFLAG = 2. NON-EMPLOYEE (total of 7 scenarios)							
BLUE = EMPFLAG = 3. UNDETERMINED (total of 16 scenarios)							

SCENARIO	QEMPLOYER	QSELF_TITLE_1	QSELF_TITLE_2	QCORP_1	QEMPLOYEE	QCERTAIN_NE	QCERTAIN_EE	EMPFLAG
1	1. Government 2. Private-for-profit company 3. Non-profit org	Skipped	Skipped	Skipped	1. Yes (an employee)	Skipped	1. Very certain 2. Somewhat certain	1. EMPLOYEE
2	4. Self-employed	*ITALICS MEANS RESPONSE DOESN'T MATTER BUT WILL BE ONE OF THESE:* *1. Independent contractor* *2. Independent consultant* *3. Free-lance worker*	Skipped	2. No 8. DK 9. REF	Skipped	1. Very certain 2. Somewhat certain	Skipped	2. NON-EMPLOYEE
3	1. Government 2. Private-for-profit company 3. Non-profit org	Skipped	Skipped	Skipped	1. Yes (an employee)	Skipped	3. Not too certain 4. Not at all certain 8. DK 9. REF	3. UNDETERMINED
4	1. Government 2. Private-for-profit company 3. Non-profit org	Skipped	Skipped	Skipped	2. No (not an employee) 8. Not sure/DK 9. REF	Skipped	Skipped	3. UNDETERMINED
5	4. Self-employed	*1. Independent contractor* *2. Independent consultant* *3. Free-lance worker*	Skipped	2. No 8. DK 9. REF	Skipped	3. Not too certain 4. Not at all certain 8. DK 9. REF	Skipped	3. UNDETERMINED
6	4. Self-employed	*4. Something else* *8. DK* *9. REF*	5.Your job 6. Something else 8. DK 9. REF	Skipped	1. Yes (an employee)	Skipped	Any response	3. UNDETERMINED

YELLOW = EMPFLAG= 1. EMPLOYEE (total of 2 scenarios)								
GREEN = EMPFLAG = 2. NON-EMPLOYEE (total of 7 scenarios)								
BLUE = EMPFLAG = 3. UNDETERMINED (total of 16 scenarios)								
SCENARIO	**QEMPLOYER**	**QSELF_TITLE_1**	**QSELF_TITLE_2**	**QCORP_1**	**QEMPLOYEE**	**QCERTAIN_NE**	**QCERTAIN_EE**	**EMPFLAG**
7	4. Self-employed	*1. Independent contractor* *2. Independent consultant* *3. Free-lance worker*	Skipped	1. Yes, incorporated	1. Yes (an employee)	Skipped	1. Very certain 2. Somewhat certain	3. UNDETERMINED
8	4. Self-employed	*1. Independent contractor* *2. Independent consultant* *3. Free-lance worker*	Skipped	1. Yes, incorporated	1. Yes (an employee)	Skipped	3. Not too certain 4. Not at all certain 8. DK 9. REF	3. UNDETERMINED
9	4. Self-employed	*1. Independent contractor* *2. Independent consultant* *3. Free-lance worker*	Skipped	1. Yes, incorporated	2. No (not an employee) 8. Not sure/DK 9. REF	1. Very certain 2. Somewhat certain	Skipped	2. NON-EMPLOYEE
10	4. Self-employed	*1. Independent contractor* *2. Independent consultant* *3. Free-lance worker*	Skipped	1. Yes, incorporated	2. No (not an employee) 8. Not sure/DK 9. REF	3. Not too certain 4. Not at all certain 8. DK 9. REF	Skipped	3. UNDETERMINED
11	4. Self-employed	*4. Something else* *8. DK* *9. REF*	1. Your business 2. Your practice 3. Your self-employment 4. Your client	1. Yes, incorporated	1. Yes (an employee)	Skipped	1. Very certain 2. Somewhat certain	3. UNDETERMINED
12	4. Self-employed	*4. Something else* *8. DK* *9. REF*	1. Your business 2. Your practice 3. Your self-employment 4. Your client	1. Yes, incorporated	1. Yes (an employee)	Skipped	3. Not too certain 4. Not at all certain 8. DK 9. REF	3. UNDETERMINED

YELLOW = EMPFLAG= 1. EMPLOYEE (total of 2 scenarios)
GREEN = EMPFLAG = 2. NON-EMPLOYEE (total of 7 scenarios)
BLUE = EMPFLAG = 3. UNDETERMINED (total of 16 scenarios)

SCENARIO	QEMPLOYER	QSELF_TITLE_1	QSELF_TITLE_2	QCORP_1	QEMPLOYEE	QCERTAIN_NE	QCERTAIN_EE	EMPFLAG
13	4. Self-employed	*4. Something else* *8. DK* *9. REF*	1. Your business 2. Your practice 3. Your self-employment 4. Your client	1. Yes, incorporated	2. No (not an employee) 8. Not sure/DK 9. REF	1. Very certain 2. Somewhat certain	Skipped	2. NON-EMPLOYEE
14	4. Self-employed	*4. Something else* *8. DK* *9. REF*	1. Your business 2. Your practice 3. Your self-employment 4. Your client	1. Yes, incorporated	2. No (not an employee) 8. Not sure/DK 9. REF	3. Not too certain 4. Not at all certain 8. DK 9. REF	Skipped	3. UNDETERMINED
15	4. Self-employed	*4. Something else* *8. DK* *9. REF*	1. Your business 2. Your practice 3. Your self-employment 4. Your client	2. No 8. DK 9. REF	Skipped	1. Very certain 2. Somewhat certain	Skipped	2. NON-EMPLOYEE
16	4. Self-employed	*4. Something else* *8. DK* *9. REF*	1. Your business 2. Your practice 3. Your self-employment 4. Your client	2. No 8. DK 9. REF	Skipped	3. Not too certain 4. Not at all certain 8. DK 9. REF	Skipped	3. UNDETERMINED
17	5. Other 8. DK 9. REF	*1. Independent contractor* *2. Independent consultant* *3. Free-lance worker*	Skipped	Any response	Skipped	1. Very certain 2. Somewhat certain	Skipped	2. NON-EMPLOYEE
18	5. Other 8. DK 9. REF	*1. Independent contractor* *2. Independent consultant* *3. Free-lance worker*	Skipped	Any response	Skipped	3. Not too certain 4. Not at all certain 8. DK 9. REF	Skipped	3. UNDETERMINED

YELLOW = EMPFLAG= 1. EMPLOYEE (total of 2 scenarios)								
GREEN = EMPFLAG = 2. NON-EMPLOYEE (total of 7 scenarios)								
BLUE = EMPFLAG = 3. UNDETERMINED (total of 16 scenarios)								
SCENARIO	**QEMPLOYER**	**QSELF_TITLE_1**	**QSELF_TITLE_2**	**QCORP_1**	**QEMPLOYEE**	**QCERTAIN_NE**	**QCERTAIN_EE**	**EMPFLAG**
19	5. Other 8. DK 9. REF	*4. Something else* *8. DK* *9. REF*	1. Your business 2. Your practice 3. Your self-employment 4. Your client	Any response	Skipped	1. Very certain 2. Somewhat certain	Skipped	2. NON-EMPLOYEE
20	5. Other 8. DK 9. REF	*4. Something else* *8. DK* *9. REF*	1. Your business 2. Your practice 3. Your self-employment 4. Your client	Any response	Skipped	3. Not too certain 4. Not at all certain 8. DK 9. REF	Skipped	3. UNDETERMINED
21	5. Other 8. DK 9. REF	*4. Something else* *8. DK* *9. REF*	5. Your job 6. Something else 8. DK 9. REF	Skipped	1. Yes (an employee)	Skipped	1. Very certain 2. Somewhat certain	1. EMPLOYEE
22	5. Other 8. DK 9. REF	*4. Something else* *8. DK* *9. REF*	5. Your job 6. Something else 8. DK 9. REF	Skipped	1. Yes (an employee)	Skipped	3. Not too certain 4. Not at all certain 8. DK 9. REF	3. UNDETERMINED
23	5. Other 8. DK 9. REF	*4. Something else* *8. DK* *9. REF*	5. Your job 6. Something else 8. DK 9. REF	Skipped	2. No (not an employee) 8. Not sure/DK 9. REF	Skipped	Skipped	3. UNDETERMINED
24	4. Self-employed	4. Something else 8. DK 9. REF	5. Your job 6. Something else 8. DK 9. REF	Skipped	2. No (not an employee) 8. Not sure/DK 9. REF	1. Very certain 2. Somewhat certain	Skipped	2. NON-EMPLOYEE
25	4. Self-employed	4. Something else 8. DK 9. REF	5. Your job 6. Something else 8. DK 9. REF	Skipped	2. No (not an employee) 8. Not sure/DK 9. REF	3. Not too certain 4. Not at all certain 8. DK 9. REF	Skipped	3. UNDETERMINED

NEWEMP

We created NEWEMP as a consolidated alternative to EMPFLAG. It is intended to simplify worker status to two levels, Clearly Identified Employee (CIE) and Not Clearly Identified Employee (NCIE). CIE consists of respondents who self-reported that they are employed by government, a private company, or a nonprofit organization and they received a W-2 form and not a 1099 form. NCIE consists of all other respondents. Further discussion of this variable appears in Chapter Two of the *Worker Classification Knowledge Survey, Volume I—Technical Report*. Table 2 shows the variables used to construct NEWEMP.

Table 2. NEWEMP

	NEWEMP	DESCRIPTION
QEMPLOYER < 4 and QDOCUMENT_A=1 and QDOCUMENT_C=2	1	CIE
NEWEMP NOT = 1	0	LNE

QOCCUPATION

We recoded the occupation data collected into two categories, White Collar and Blue Collar in a new variable, QOCCUPATION. Table 3 below shows how the original occupation data were recoded into the QOCCUPATION.

Table 3. Occupation Data Recoded to QOCCUPATION

QOCCUP_CODE	DESCRIPTION	QOCCUPATION	DESCRIPTION
1	MANAGEMENT OCCUPATIONS	2	White Collar
2	BUSINESS AND FINANCIAL OPERATIONS OCCUPATIONS	2	White Collar
3	COMPUTER AND MATHEMATICAL OCCUPATIONS	2	White Collar
4	ARCHITECTURE AND ENGINEERING OCCUPATIONS	2	White Collar
5	LIFE, PHYSICAL, AND SOCIAL SCIENCE OCCUPATIONS	2	White Collar
6	COMMUNITY AND SOCIAL SERVICE OCCUPATIONS	1	Blue Collar
7	LEGAL OCCUPATIONS	2	White Collar
8	EDUCATION, TRAINING, AND LIBRARY OCCUPATIONS	2	White Collar
9	ARTS, DESIGN, ENTERTAINMENT, SPORTS, AND MEDIA OCCUPATIONS	2	White Collar
10	HEALTHCARE PRACTITIONERS AND TECHNICAL OCCUPATIONS	2	White Collar
11	HEALTHCARE SUPPORT OCCUPATIONS	1	Blue Collar
12	PROTECTIVE SERVICE OCCUPATIONS	1	Blue Collar
13	FOOD PREPARATION AND SERVING RELATED OCCUPATIONS	1	Blue Collar
14	BUILDING AND GROUNDS CLEANING AND MAINTENANCE OCCUPATIONS	1	Blue Collar
15	PERSONAL CARE AND SERVICE OCCUPATIONS	1	Blue Collar
16	SALES AND RELATED OCCUPATIONS	2	White Collar
17	OFFICE AND ADMINISTRATIVE SUPPORT OCCUPATIONS	1	Blue Collar

QOCCUP_CODE	DESCRIPTION	QOCCUPATION	DESCRIPTION
18	FARMING, FISHING, AND FORESTRY OCCUPATIONS	1	Blue Collar
19	CONSTRUCTION AND EXTRACTION OCCUPATIONS	1	Blue Collar
20	INSTALLATION, MAINTENANCE, AND REPAIR OCCUPATIONS	1	Blue Collar
21	PRODUCTION OCCUPATIONS	1	Blue Collar
22	TRANSPORTATION AND MATERIAL MOVING OCCUPATIONS	1	Blue Collar
23	MILITARY SPECIFIC OCCUPATIONS	1	Blue Collar
24	OTHER	3	Other
98	DON'T KNOW	99	DON'T KNOW/Refused
99	Refused	99	DON'T KNOW/Refused
.	MISSING	.	MISSING

JOBTENURE

The variable JOBTENURE represents the years the respondent has been working at the main job. It is calculated by current year (2015) minus the year the respondent started at his/her main job as reported in QMAINJOB3, recoded into three categories, shown in Table 4 below.

Table 4. JOBTENURE

JOBTENURE	DESCRIPTION
1	Less than 1 year
2	1 to less than 5 years
3	5 or more years

QEDUCATION_RECODE

The variable QEDUCATION_RECODE recodes QEDUCATION_1 into more concise categories, as show in Table 6 below.

Table 6. QEDUCATION_RECODE

QEDUCATION_1	DESCRIPTION	QEDUCATION_RECODE	DESCRIPTION
1	LESS THAN 1ST GRADE	1	LESS THAN HIGH SCHOOL
2	1ST, 2ND, 3RD OR 4TH GRADE	1	LESS THAN HIGH SCHOOL
3	5TH OR 6TH GRADE	1	LESS THAN HIGH SCHOOL
4	7TH OR 8TH GRADE	1	LESS THAN HIGH SCHOOL
5	9TH GRADE	1	LESS THAN HIGH SCHOOL
6	10TH GRADE	1	LESS THAN HIGH SCHOOL
7	11TH GRADE	1	LESS THAN HIGH SCHOOL
8	12TH GRADE NO DIPLOMA	1	LESS THAN HIGH SCHOOL

QEDUCATION_1	DESCRIPTION	QEDUCATION_RECODE	DESCRIPTION
9	HIGH SCHOOL GRAD-DIPLOMA OR EQUIV (GED)	2	HIGH SCHOOL GRADUATE
10	SOME COLLEGE BUT NO DEGREE	3	SOME COLLEGE
11	ASSOCIATE DEGREE-OCCUPATIONAL/VOCATIONAL	4	ASSOCIATE'S DEGREE
12	ASSOCIATE DEGREE-ACADEMIC PROGRAM	4	ASSOCIATE'S DEGREE
13	BACHELOR'S DEGREE (EX: BA, AB, BS)	5	BACHELOR'S DEGREE
14	MASTER'S DEGREE (EX: MA, MS, Meng, MEd, MSW)	6	GRADUATE DEGREE
15	PROFESSIONAL SCHOOL DEG (EX: MD, DDS, DVM)	6	GRADUATE DEGREE
16	DOCTORATE DEGREE (EX: PhD, EdD)	6	GRADUATE DEGREE
98	Don't Know	98	DON'T KNOW
99	Refused	99	Refused

QRACE_RECODE

Respondents were allowed to select more than one option in the original race question in the survey (QRACE). The variable QRACE_RECODE creates a new category for those respondents that selected more than one race. The race categories in QRACE_RECODE are mutually exclusive. See Table 7 below for QRACE_RECODE categories.

Table 7. QRACE_RECODE

QRACE_RECODE	DESCRIPTION
1	AM INDIAN/ALASKA NATIVE
2	ASIAN
3	NATIVE HAWAIIAN/PACIFIC ISLANDER
4	BLACK/AFRICAN AMERICAN
5	WHITE
6	OTHER RACE
7	MULTIPLE RACE
99	DON'T KNOW/ Refused
.	MISSING

QAGE_RECODE

QAGE_RECODE recodes age into categories, as shown in Table 8.

Table 8. QAGE_RECODE

QAGE_RECODE	DESCRIPTION
1	18-34
2	35-49
3	50-64
4	65+
99	DON'T KNOW/Refused

4. SAS Dataset and Code

The SAS version of the public use file for the Worker Classification Survey is named
"WORKER_SURVFILE_NOPII".

To accommodate the complex design of the survey, the appropriate complex survey software and procedures should be used. We present the appropriate SAS ® code below that should be used to obtain weighted means and frequencies.[3]

SAS CODE

```
PROC SURVEYMEANS data=<libname>.WORKER_SURVFILE_NOPII
VARMETHOD=JACKKNIFE;
      WEIGHT WEIGHT;
      REPWEIGHT  RPL01-RPL100;
      VAR <var>;
   RUN;

PROC SURVEYFREQ data=<libname>.WORKER_SURVFILE_NOPII VARMETHOD=JACKKNIFE;
      WEIGHT WEIGHT;
      REPWEIGHT RPL01-RPL100;
      TABLES <var>;
RUN;
```

---

[3] SAS and all other SAS Institute Inc. product or service names are registered trademarks or trademarks of SAS Institute Inc. in the USA and other countries. ® indicates USA registration.

5. Stata Dataset and Code

The Stata version of the public use file for the Worker Classification Survey is named
"WORKER_SURVFILE_NOPII".

To accommodate the complex design of the survey, the appropriate complex survey software and procedures should be used. We present the appropriate Stata ® code below that should be used to obtain weighted means and frequencies.[4]

Stata CODE

```
/* NOTE: Stata is case sensitive.  */

use <path>\WORKER_SURVFILE_NOPII
svyset [pweight= WEIGHT], jkrweight(RPL*) vce(jackknife) mse

/* Survey mean */
svy: mean <var>

/* Survey Frequency */
svy: tabulate <var>
/* NOTE: Stata is case sensitive.  */
```

---

[4]   SAS and all other SAS Institute Inc. product or service names are registered trademarks or trademarks of SAS Institute Inc. in the USA and other countries. ® indicates USA registration.

References

Daley, Kelly, Jacob Klerman, Mehera Baugher, Lauren Dunton, Utsav Kattel, and Andrew Burkey. (n.d.) "Worker Classification Knowledge Survey: Volume I – Technical Report." Cambridge, MA: Abt Associates.

Office of the Vice President. February 2010. "Annual Report of the White House Task Force on the Middle Class." Accessed at: https://www.whitehouse.gov/sites/default/files/microsites/100226-annual-report-middle-class.pdf

United States Government Accountability Office. 2009. "EMPLOYEE CLASSIFICATION: Improved Coordination, Outreach, and Targeting Could Better Ensure Detection and "Prevention." Report to Congressional Requesters. Accessed at: http://www.gao.gov/assets/300/293679.pdf

United States Government Accountability Office. 2007. "Improved Outreach Could Help Ensure Proper Worker Classification." (testimony of Sigurd R. Nilsen). Accessed at: http://www.gao.gov/assets/120/116524.html

Appendix A: Worker Classification Survey Codebook

VARIABLE NAME - Variable Label

Edited Universe

    Variable Values

VARIABLE		
EMPFLAG - Respondent's self-reported employment status		
Edited Universe: All respondents.		
Value	Frequency	Percent
1 = Employee	7,178	84.42
2 = Not Employee	660	7.76
3 = Undetermined	665	7.82

VARIABLE		
EMPFLAG2 - Employer's classification of the respondent		
Edited Universe: All respondents.		
Value	Frequency	Percent
1 = Employee	6,611	77.75
2 = Not Employee	633	7.44
3 = Undetermined	1,259	14.81

VARIABLE		
ERNUOT - ERNUOT. Do you usually receive overtime pay, tips, or commissions at your [+mainjob+] job?		
Edited Universe: All respondents.		
Value	Frequency	Percent
. = Missing	1	0.01
1 = YES	2,837	33.36
2 = NO	5,614	66.02
8 = Don't Know	25	0.29
9 = Refused	26	0.31

VARIABLE		
ERT_V1 - Employment status based on Economic Reality Test		

Edited Universe: All respondents who received detailed classification questions.

Value	Frequency	Percent
. = Employee	992	11.67
4 = Not Employee	0	0
5 = Don't Know (Employee status undetermined)	2,166	25.47
6 = Employee (DID NOT GO THROUGH GREEN ARROW)	5,345	62.86

VARIABLE		
JOBTENURE. Number of years at Job (calculated based on 2015)		

Edited Universe: All respondents.

Value	Frequency	Percent
1 = Less than 1 years	17	0.20
2 = 1 to Less than 5 Years	3,660	43.04
3 = 5 or More Years	4,790	56.33
9998 = Don't Know	27	0.32
9999 = Refused	9	0.11

VARIABLE		
PMISCLASS - POSSIBLY MISCLASSIFIED		

Edited Universe: All respondents.

Value	Frequency	Percent
0 = Enough info to classify as employee	5,345	62.86
1 = Possibly misclassified-proceed to green arrow	3,158	37.14

VARIABLE
QAGENCY - QAGENCY. What type of agency helped you obtain your [+mainjob+] job?

Edited Universe: Used an agency to help obtain job or DK/REF if used an agency.

Value	Frequency	Percent
. = Missing	7,892	92.81
1 = Temporary agency	161	1.89
2 = Employee staffing organization	148	1.74
3 = Employment agency	63	0.74
4 = Labor broker	9	0.11
5 = City or county job placement agency	25	0.29
6 = Service referral agency or registry	23	0.27
7 = Client-matching service	18	0.21
8 = Other, specify	85	1.00
9 = Union	28	0.33
10 = Internet / online websites	29	0.34
99 = Don't Know/ Refused	22	0.26

VARIABLE		
QAGE_RECODE - What is your age? [RECODED VARIABLE]		

Edited Universe: All respondents.

Value	Frequency	Percent
1 = 18 - 34 Years	2,351	27.65
2 = 35 - 49 Years	2,389	28.10
3 = 50 - 64 Years	2,740	32.22
4 = 65 and Over	594	6.99
99 = Refused	429	5.05

VARIABLE		
QAGREE - QAGREE. Earlier you indicated that you are [an employee/self-employed]. Do you agree with this classification or do you think that legally, you should be [self-employed/an employee]?		

Edited Universe: Self-reported worker classification is employee or self-employed.

Value	Frequency	Percent
. = Missing	749	8.81
1 = You agree with this classification	7,360	86.56
2 = You think you should be classified differently	155	1.82
8 = Don't Know	204	2.40
9 = Refused	35	0.41

VARIABLE		
QAGREE_2 - QAGREE2. Just to confirm, you have indicated that you are [self-employed/an employee]. Do you agree with this classification or do you think that legally, you should be [an employee/self-employed]?		

Edited Universe : Self-reported worker classification is employee or self-employed and respondent disagreed with classification presented in QCOVER_MW_B/ QCOVER_OT_B/ QCOVER_UI_B/ QCOVER_WC_B/ QCOVER_OS_B/ QCOVER_SK_B.

Value	Frequency	Percent
. = Missing	8,419	99.01
1 = You agree with this classification	14	0.16
2 = You think you should be classified differently	59	0.69
9 = Don't Know/ Refused	11	0.13

VARIABLE
QBEHAV1 - QBEHAV1. On your [+mainjob+] job, do you report directly to a manager, supervisor, foreman or someone else who regularly directs and controls HOW you do your work?

Edited Universe: All respondents who received detailed classification questions.

Value	Frequency	Percent
. = Missing	5,345	62.86
1 = YES	2,066	24.30
2 = NO	1,062	12.49
8 = Don't Know	17	0.20
9 = Refused	13	0.15

VARIABLE
QBEHAV1_A - QBEHAV1_A. On your [+mainjob+] job, do you determine your own schedule or the hours that you work?

Edited Universe: All respondents who received detailed classification questions.

Value	Frequency	Percent
. = Missing	5,345	62.86
1 = YES	1,471	17.30
2 = NO	1,652	19.43
8 = Don't Know	24	0.28
9 = Refused	11	0.13

VARIABLE
QBEHAV1_B - QBEHAV1_B. On your [+mainjob+] job, do you need approval for your schedule or hours worked?

Edited Universe: All respondents who received detailed classification questions.

Value	Frequency	Percent
. = Missing	5,345	62.86
1 = YES	1,187	13.96
2 = NO	1,907	22.43
8 = Don't Know	53	0.62
9 = Refused	11	0.13

VARIABLE

QBEHAV1_C - QBEHAV1_C. On your [+mainjob+] job, do you need permission to leave your place of work, or can you come and go at will?

Edited Universe: All respondents who received detailed classification questions.

Value	Frequency	Percent
. = Missing	5,345	62.86
1 = NEED PERMISSION	1,393	16.38
2 = CAN COME AND GO AT WILL/DO NOT NEED PERMISSION	1,564	18.39
3 = IT DEPENDS	163	1.92
8 = Don't Know	29	0.34
9 = Refused	9	0.11

VARIABLE

QBEHAV2 - QBEHAV2. On your [+mainjob+] job, how often does someone tell you how to perform your usual work activities and duties?

Edited Universe: Reports directly to a manager, supervisor, foreman, or someone who regularly directs and controls how work is done or DK/REF if someone directs how work is done.

Value	Frequency	Percent
. = Missing	6,407	75.35
1 = Multiple times per day	137	1.61
2 = Every day/shift	284	3.34
3 = Every week	181	2.13
4 = 2-3 times per week	208	2.45
5 = Less frequently	810	9.53
6 = Never	440	5.17
8 = Don't Know	24	0.28
9 = Refused	12	0.14

VARIABLE
QBEHAV2_1 - QBEHAV2_1. On your [+mainjob+] job, how often COULD someone direct HOW you perform your work duties?

Edited Universe: Never told how to perform usual work activities and duties.

Value	Frequency	Percent
. = Missing	8,063	94.83
1 = Multiple times per day	52	0.61
2 = Every day/shift	63	0.74
3 = Every week	16	0.19
4 = 2-3 times per week	15	0.18
5 = Less frequently	95	1.12
6 = Never	180	2.12
9 = Don't Know/ Refused	19	0.22

VARIABLE
QBEHAV2_A - QBEHAV2_A. On your [+mainjob+] job, are you required to wear a uniform including any specific type, style, or color of clothing?

Edited Universe: All respondents who received detailed classification questions.

Value	Frequency	Percent
. = Missing	5,345	62.86
1 = YES	1,051	12.36
2 = NO	2,090	24.58
8 = Don't Know	5	0.06
9 = Refused	12	0.14

VARIABLE
QBEHAV3 - QBEHAV3. On your [+mainjob+] job, are you required to perform your job duties in a specific location?

Edited Universe: All respondents who received detailed classification questions.

Value	Frequency	Percent
. = Missing	5,345	62.86
1 = Yes, all job duties	1,639	19.28
2 = Yes, some duties	503	5.92
3 = No, not required to perform in a specific location	975	11.47
8 = Don't Know	27	0.32
9 = Refused	14	0.16

VARIABLE

QBEHAV3A - QBEHAVE3A. Does the NATURE OF YOUR WORK require that you provide these duties at a specific location?

Edited Universe: Required to perform job duties in a specific location.

Value	Frequency	Percent
. = Missing	6,361	74.81
1 = YES	1,845	21.70
2 = NO	264	3.10
9 = Don't Know/ Refused	33	0.39

VARIABLE

QBEHAV4 - QBEHAV4. Is there a job or procedures manual for the duties you perform that tells you HOW to perform the job?

Edited Universe: All respondents who received detailed classification questions.

Value	Frequency	Percent
. = Missing	5,345	62.86
1 = YES	1,433	16.85
2 = NO	1,687	19.84
8 = Don't Know	27	0.32
9 = Refused	11	0.13

VARIABLE

QBEHAV4A - QBEHAV4A. How closely would you say you are required to follow the manual? Are you required to follow it very closely, somewhat closely, not very closely, or not at all? Please give me your best estimate.

Edited Universe: There is a job/procedures manual that tells how to perform the job.

Value	Frequency	Percent
. = Missing	7,070	83.15
1 = Very closely	900	10.58
2 = Somewhat closely	435	5.12
3 = Not very closely	68	0.80
4 = Do not follow it at all	17	0.20
9 = Don't Know/ Refused	13	0.15

VARIABLE
QBEHAV5_A - QBEHAV5_A. Has your [+mainjob+] job provided you with any training?

Edited Universe : All respondents who received detailed classification questions

Value	Frequency	Percent
. = Missing	5,345	62.86
1 = YES	2,197	25.84
2 = NO	935	11.00
8 = Don't Know	14	0.16
9 = Refused	12	0.14

VARIABLE
QBEHAV5_B - QBEHAV5_B. Did you need to have any specialized education or training, apprenticeships, or certification to get your [+mainjob+] job?

Edited Universe : All respondents who received detailed classification questions

Value	Frequency	Percent
. = Missing	5,345	62.86
1 = YES	1,659	19.51
2 = NO	1,478	17.38
8 = Don't Know	9	0.11
9 = Refused	12	0.14

VARIABLE
QCERTAIN_EE - QCERTAIN_EE. How certain are you that you are an EMPLOYEE on your [+mainjob+] job and not another type of worker such as an independent contractor, or temporary worker?

Edited Universe: Employed by government or private-for-profit company, or non-profit organization, and an employee, or Self-employed and an employee, or Employed by other/DK/REF and an employee.

Value	Frequency	Percent
. = Missing	889	10.46
1 = Very certain	7,150	84.09
2 = Somewhat certain	217	2.55
3 = Not too certain	66	0.78
4 = Not at all certain	99	1.16
8 = Don't Know	67	0.79
9 = Refused	15	0.18

VARIABLE

QCERTAIN_NE - QCERTAIN_NE. How certain are you that you are SELF EMPLOYED on your [+mainjob+] job and not an employee of the company or clients for whom you work?

Edited Universe: Self-employed and not/DK/REF an employee, or Self-employed and employee status missing (because not/DK/REF incorporated), or Employed by other/DK/REF and employee status missing (because refers to work as his/her business, (professional) practice, self-employment, or client).

Value	Frequency	Percent
. = Missing	7,781	91.51
1 = Very certain	628	7.39
2 = Somewhat certain	32	0.38
3 = Not too certain	15	0.18
4 = Not at all certain	33	0.39
9 = Don't Know/ Refused	14	0.16

VARIABLE

QCHANGE_EE - QCHANGE_EE. While working on this job, have you always been an employee?

Edited Universe: Employee.

Value	Frequency	Percent
. = Missing	889	10.46
1 = YES	7,428	87.36
2 = NO	181	2.13
9 = Don't Know/ Refused	5	0.06

VARIABLE

QCHANGE_NE - QCHANGE_NE. Were you treated as an employee in this job prior to the time you became [+qchtxt+]?

Edited Universe: Self-employed and not/DK/REF an employee, or Self-employed and employee status missing (because not/DK/REF incorporated), or Employed by other/DK/REF and employee status missing (because refers to work as his/her business, (professional) practice, self-employment, or client).

Value	Frequency	Percent
. = Missing	7,641	89.86
1 = YES	240	2.82
2 = NO	601	7.07
9 = Don't Know/ Refused	21	0.25

VARIABLE

QCHANGE_NE2_RECODE - QCHANGE_NE2 . In what year did you become self-employed in the work you do for your [+mainjob+] job? [RECODED VARIABLE]

Edited Universe: Was treated as an employee prior to becoming self-employed.

Value	Frequency	Percent
. = Missing	8,272	97.28
1 = Years 1945 to 1970	2	0.02
2 = Years 1971 to 1980	18	0.21
3 = Years 1981 to 1990	12	0.14
4 = Years 1991 to 2000	42	0.49
5 = Years 2001 to 2010	75	0.88
6 = Years 2011 and After	82	0.96

VARIABLE

QCONFMJ_RECODE - QCONFMJ. How many jobs paid you in the last thirty days? [RECODED VARIABLE]

Edited Universe: Had more than one job.

Value	Frequency	Percent
. = Missing	7,515	88.38
2 = 2 Jobs	782	9.20
3 = 3 Jobs	127	1.49
4 = 4 Jobs	31	0.36
5 = 5 or More Jobs	41	0.48
99 = Don't Know/ Refused	7	0.08

VARIABLE

QCONT_1 - QCONT1. Some companies provide employees or their services to other companies or clients under contract. A few examples of services that can be contracted out include security, landscaping, or computer programming. Did you work for a company that contract

Edited Universe: Employed by government or private-for-profit company, or non-profit organization, and not/DK/REF an employee, or Employed by other/DK/REF and not/DK/REF an employee.

Value	Frequency	Percent
. = Missing	7,614	89.54
1 = YES	147	1.73
2 = NO	732	8.61
9 = Don't Know/ Refused	10	0.12

VARIABLE		
QCORP_1 - QCORP_1. Are you/is your business incorporated?		

Edited Universe: Self-employed and works as an independent contractor, or independent consultant, or free-lance worker, or refers to work as his/her business, or (professional) practice, or self-employment, or client.

Value	Frequency	Percent
. = Missing	7,641	89.86
1 = YES	317	3.73
2 = NO	527	6.20
9 = Don't Know/ Refused	18	0.21

VARIABLE		
QCORP_2A - QCORP_2. Is your business... a. an LLC?		

Edited Universe: Self-employed and works as an independent contractor, or independent consultant, or free-lance worker, or refers to work as his/her business, or (professional) practice, or self-employment, or client.

Value	Frequency	Percent
. = Missing	7,641	89.86
1 = YES	253	2.98
2 = NO	565	6.64
9 = Don't Know/ Refused	44	0.52

VARIABLE		
QCORP_2B - QCORP_2. Is your business... b. a partnership?		

Edited Universe: Self-employed and works as an independent contractor, or independent consultant, or free-lance worker, or refers to work as his/her business, or (professional) practice, or self-employment, or client.

Value	Frequency	Percent
. = Missing	7,641	89.86
1 = YES	128	1.51
2 = NO	717	8.43
9 = Don't Know/ Refused	17	0.20

VARIABLE		
QCORP_2C - QCORP_2. Is your business... c. a franchise?		

Edited Universe: Self-employed and works as an independent contractor, or independent consultant, or free-lance worker, or refers to work as his/her business, or (professional) practice, or self-employment, or client.

Value	Frequency	Percent
. = Missing	7,641	89.86
1 = YES	28	0.33
2 = NO	814	9.57
9 = Don't Know/ Refused	20	0.24

VARIABLE
QCORP_2D - QCORP_2. Is your business... d. a sole proprietorship?

Edited Universe: Self-employed and works as an independent contractor, or independent consultant, or free-lance worker, or refers to work as his/her business, or (professional) practice, or self-employment, or client.

Value	Frequency	Percent
. = Missing	7,641	89.86
1 = YES	548	6.44
2 = NO	272	3.20
9 = Don't Know/ Refused	42	0.49

VARIABLE
QCORP_3 - QCORP3. Are you/is your business registered or licensed with the state?

Edited Universe: Self-employed and works as an independent contractor, or independent consultant, or free-lance worker, or refers to work as his/her business, or (professional) practice, or self-employment, or client.

Value	Frequency	Percent
. = Missing	7,641	89.86
1 = YES	609	7.16
2 = NO	231	2.72
9 = Don't Know/ Refused	22	0.26

VARIABLE
QCOVER_MW_A - QCOVER_MW_A. To your knowledge, is your [+mainjob+] job covered by... Minimum Wage Requirements?

Edited Universe: All respondents.

Value	Frequency	Percent
1 = YES	6,042	71.06
2 = NO	1,110	13.05
8 = Don't Know	1,332	15.67
9 = Refused	19	0.22

VARIABLE
QCOVER_MW_B - QCOVER_MW_B. Would your Minimum Wage coverage change if you became [+knowemp+]?

Edited Universe: Self-reported worker classification is employee or self-employed, and job is or is not covered by minimum wage.

Value	Frequency	Percent
. = Missing	1,868	21.97
1 = YES	2,231	26.24
2 = NO	1,737	20.43
3 = (VOL) RESPONDENT SAYS S/HE IS SELF-EMPLOYED OR AN EMPLOYEE	36	0.42
8 = Don't Know	2,623	30.85
9 = Refused	8	0.09

VARIABLE
QCOVER_MW_C - QCOVER_MW_C. Under what conditions would your Minimum Wage coverage change?

Edited Universe: Self-reported worker classification is employee or self-employed and respondent disagreed with classification presented in QCOVER_MW_B, or self-reported worker classification is undetermined.

Value	Frequency	Percent
. = Missing	7,950	93.50
1 = IF YOU BECAME AN EMPLOYEE	24	0.28
2 = IF YOU BECAME SELF-EMPLOYED	9	0.11
3 = IF YOUR WORKER STATUS CHANGED (UNSPECIFIED)	36	0.42
4 = OTHER REASON (SPECIFY)	99	1.16
5 = NONE	138	1.62
8 = Don't Know	241	2.83
9 = Refused	6	0.07

VARIABLE
QCOVER_OS_A - QCOVER_OS_A. To your knowledge, is your [+mainjob+] job covered by... OSHA safety standards?

Edited Universe: All respondents.

Value	Frequency	Percent
1 = YES	6,395	75.21
2 = NO	839	9.87
8 = Don't Know	1,244	14.63
9 = Refused	25	0.29

VARIABLE
QCOVER_OS_B - QCOVER_OS_B. Would your OSHA safety standards coverage change if you became [+knowemp+]?

Edited Universe: Self-reported worker classification is employee or self-employed, and job is or is not covered by OSHA safety standards.

Value	Frequency	Percent
. = Missing	1,820	21.40
1 = YES	2,340	27.52
2 = NO	2,461	28.94
3 = (VOL) RESPONDENT SAYS S/HE IS SELF-EMPLOYED OR AN EMPLOYEE	4	0.047
8 = Don't Know	1,871	22.00
9 = Refused	7	0.08

VARIABLE
QCOVER_OS_C - QCOVER_OS_C. Under what conditions would your OSHA safety standards coverage change?

Edited Universe: Self-reported worker classification is employee or self-employed and respondent disagreed with classification presented in QCOVER_MW_B/ QCOVER_OT_B/ QCOVER_UI_B/ QCOVER_WC_B/ QCOVER_OS_B, or self-reported worker classification is undetermined.

Value	Frequency	Percent
. = Missing	7,948	93.47
1 = IF YOU BECAME AN EMPLOYEE	17	0.20
2 = IF YOU BECAME SELF-EMPLOYED	4	0.05
3 = IF YOUR WORKER STATUS CHANGED (UNSPECIFIED)	26	0.31
4 = OTHER REASON (SPECIFY)	79	0.93
5 = NONE	169	1.99
9 = Don't Know/ Refused	260	3.06

VARIABLE
QCOVER_OT_A - QCOVER_AO_A. To your knowledge, is your [+mainjob+] job covered by... Overtime pay for hours you work beyond forty hours in one week?

Edited Universe: All respondents.

Value	Frequency	Percent
1 = YES	4,262	50.12
2 = NO	3,697	43.48
8 = Don't Know	523	6.15
9 = Refused	21	0.25

VARIABLE
QCOVER_OT_B - QCOVER_AO_B. Would your Overtime Pay coverage change if you became [+knowemp+]?

Edited Universe: Self-reported worker classification is employee or self-employed and respondent disagreed with classification presented in QCOVER_MW_B/ QCOVER_OT_B/ QCOVER_UI_B/ QCOVER_WC_B, or self-reported worker classification is undetermined.

Value	Frequency	Percent
. = Missing	1,174	13.81
1 = YES	2,813	33.08
2 = NO	2,598	30.55
3 = (VOL) RESPONDENT SAYS S/HE IS SELF-EMPLOYED OR AN EMPLOYEE	20	0.24
8 = Don't Know	1,888	22.20
9 = Refused	10	0.12

VARIABLE
QCOVER_OT_C - QCOVER_AO_C. Under what conditions would your Overtime Pay coverage change?

Edited Universe: Self-reported worker classification is employee or self-employed and respondent disagreed with classification presented in QCOVER_MW_B/ QCOVER_OT_B, or self-reported worker classification is undetermined.

Value	Frequency	Percent
. = Missing	7,853	92.36
1 = IF YOU BECAME AN EMPLOYEE	31	0.36
2 = IF YOU BECAME SELF-EMPLOYED	9	0.11
3 = IF YOUR WORKER STATUS CHANGED (UNSPECIFIED)	37	0.44
4 = OTHER REASON (SPECIFY)	114	1.34
5 = NONE	226	2.66
8 = Don't Know	226	2.66
9 = Refused	7	0.08

VARIABLE
QCOVER_SK_A - QCOVER_SK_A. If you take time off from your [+mainjob+] job for family or medical leave, is your job guaranteed when you return?

Edited Universe: All respondents.

Value	Frequency	Percent
1 = YES	6,892	81.05
2 = NO	943	11.09
8 = Don't Know	641	7.54
9 = Refused	27	0.32

VARIABLE
QCOVER_SK_B - QCOVER_SK_B. Would this change if you became [+knowemp+]?

Edited Universe: Self-reported worker classification is employee or self-employed, and job is or is not covered by family or medical leave.

Value	Frequency	Percent
. = Missing	1,330	15.64
1 = YES	3,334	39.21
2 = NO	2,229	26.21
3 = (VOL) RESPONDENT SAYS S/HE IS SELF-EMPLOYED OR AN EMPLOYEE	8	0.09
8 = Don't Know	1,592	18.72
9 = Refused	10	0.12

VARIABLE
QCOVER_SK_C - QCOVER_SK_C. Under what conditions would this change?

Edited Universe: Self-reported worker classification is employee or self-employed and respondent disagreed with classification presented in QCOVER_MW_B/ QCOVER_OT_B/ QCOVER_UI_B/ QCOVER_WC_B/ QCOVER_OS_B/ QCOVER_SK_B, or self-reported worker classification is undetermined.

Value	Frequency	Percent
. = Missing	7,833	92.12
1 = IF YOU BECAME AN EMPLOYEE	34	0.40
2 = IF YOU BECAME SELF-EMPLOYED	8	0.094
3 = IF YOUR WORKER STATUS CHANGED (UNSPECIFIED)	44	0.52
4 = OTHER REASON (SPECIFY)	167	1.96
5 = NONE	212	2.49
8 = Don't Know	198	2.33
9 = Refused	7	0.08

VARIABLE
QCOVER_SS_A - QCOVER_A_SS. Do you contribute to social security and Medicare tax otherwise known as FICA?

Edited Universe: Did not say earlier that social security and Medicare taxes (FICA) are deducted from pay.

Value	Frequency	Percent
. = Missing	7,362	86.58
1 = YES	531	6.24
2 = NO	437	5.14
8 = Don't Know	150	1.76
9 = Refused	23	0.27

VARIABLE

QCOVER_SS_BPAY_RECODE - QCOVER_B_SS. How much of your gross pay do you contribute to FICA? [RECODED VARIABLE]

Edited Universe: If Social security and Medicare (FICA) are deducted from pay.

Value	Frequency	Percent
. = Missing	8,203	96.47
1 = $1 to $100	144	1.69
2 = $101 to $200	47	0.55
3 = $201 to $300	21	0.25
4 = $301 to $1000	29	0.34
5 = $1001 or More	46	0.54
99999 = Don't Know/ Refused	13	0.15

VARIABLE

QCOVER_SS_BPERC_RECODE - QCOVER_B_SS. What percentage, of your gross pay, do you contribute to FICA? [RECODED VARIABLE]

Edited Universe: If Social security and Medicare (FICA) are deducted from pay.

Value	Frequency	Percent
. = Missing	6,790	79.85
1 = 1% to 10%	1,010	11.88
2 = 11% to 20%	367	4.32
3 = 21% to 30%	167	1.96
4 = 31% to 50%	62	0.73
5 = 51% or More	20	0.24
999 = Don't Know/ Refused	87	1.02

VARIABLE

QCOVER_SS_C - QCOVER_C_SS. If you became [+ssemp+] how would your share of the FICA contribution change?

Edited Universe: Self-reported worker classification is employee or self-employed.

Value	Frequency	Percent
. = Missing	890	10.47
1 = My share would go up	1,626	19.12
2 = My share would go down	924	10.87
3 = No change	1,703	20.03
8 = Don't Know	3,329	39.15
9 = Refused	31	0.36

VARIABLE

QCOVER_SS_D - QCOVER_D_SS. Under what condition would this change?

Edited Universe: Other reason given for condition under which FICA contribution would change.

Value	Frequency	Percent
. = Missing	7,786	91.57
1 = IF YOU BECAME AN EMPLOYEE	45	0.53
2 = IF YOU BECAME SELF-EMPLOYED	5	0.06
3 = IF YOUR WORKER STATUS CHANGED (UNSPECIFIED)	44	0.52
4 = OTHER REASON (SPECIFY)	133	1.56
5 = NONE	139	1.63
8 = Don't Know	341	4.01
9 = Refused	10	0.12

VARIABLE
QCOVER_UI_A - QCOVER_AU_A. To your knowledge, is your [+mainjob+] job covered by... Unemployment Insurance?

Edited Universe: All respondents.

Value	Frequency	Percent
1 = YES	5,599	65.85
2 = NO	1,500	17.64
8 = Don't Know	1,381	16.24
9 = Refused	23	0.27

VARIABLE
QCOVER_UI_B - QCOVER_AU_B. Would your Unemployment Insurance coverage change if you became [+knowemp+]?

Edited Universe: Self-reported worker classification is employee or self-employed, and job is or is not covered by unemployment insurance.

Value	Frequency	Percent
. = Missing	1,979	23.27
1 = YES	3,188	37.49
2 = NO	1,383	16.26
3 = (VOL) RESPONDENT SAYS S/HE IS SELF-EMPLOYED OR AN EMPLOYEE	12	0.14
8 = Don't Know	1,934	22.74
9 = Refused	7	0.08

VARIABLE
QCOVER_UI_C - QCOVER_AU_C. Under what conditions would your Unemployment Insurance coverage change?

Edited Universe: Self-reported worker classification is employee or self-employed and respondent disagreed with classification presented in QCOVER_MW_B/ QCOVER_OT_B/ QCOVER_UI_B, or self-reported worker classification is undetermined.

Value	Frequency	Percent
. = Missing	7,916	93.10
1 = IF YOU BECAME AN EMPLOYEE	44	0.52
2 = IF YOU BECAME SELF-EMPLOYED	9	0.11
3 = IF YOUR WORKER STATUS CHANGED (UNSPECIFIED)	43	0.51
4 = OTHER REASON (SPECIFY)	85	1.00
5 = NONE	147	1.73
9 = Don't Know/ Refused	259	3.05

VARIABLE
QCOVER_WC_A - QCOVER_WC_A. To your knowledge, is your [+mainjob+] job covered by... Workers' Compensation

Edited Universe: All respondents

Value	Frequency	Percent
1 = YES	6,483	76.24
2 = NO	1,064	12.51
8 = Don't Know	931	10.95
9 = Refused	25	0.29

VARIABLE
QCOVER_WC_B - QCOVER_WC_B. Would your Workers' Compensation coverage change if you became [+knowemp+]?

Edited Universe: Self-reported worker classification is employee or self-employed, and job is or is not covered by workers' compensation.

Value	Frequency	Percent
. = Missing	1,552	18.25
1 = YES	3,725	43.81
2 = NO	1,348	15.85
3 = (VOL) RESPONDENT SAYS S/HE IS SELF-EMPLOYED OR AN EMPLOYEE	4	0.05
8 = Don't Know	1,869	21.98
9 = Refused	5	0.06

VARIABLE
QCOVER_WC_C - QCOVER_WC_C. Under what conditions would your Workers' Compensation coverage change?

Edited Universe: Self-reported worker classification is employee or self-employed and respondent disagreed with classification presented in QCOVER_MW_B/ QCOVER_OT_B/ QCOVER_UI_B/ QCOVER_WC_B, or self-reported worker classification is undetermined.

Value	Frequency	Percent
. = Missing	7,903	92.94
1 = IF YOU BECAME AN EMPLOYEE	38	0.45
2 = IF YOU BECAME SELF-EMPLOYED	9	0.11
3 = IF YOUR WORKER STATUS CHANGED (UNSPECIFIED)	41	0.48
4 = OTHER REASON (SPECIFY)	89	1.05
5 = NONE	145	1.71
9 = Don't Know/ Refused	278	3.27

VARIABLE
QCOVER_WHY_MW - QCOVER_WHY_XX. You said your [+mainjob+] job is not covered by Minimum wage. Do you know why not?

Edited Universe: Job is not covered by minimum wage.

Value	Frequency	Percent
. = Missing	7,393	86.95
1 = YES	816	9.60
2 = NO	277	3.26
9 = Refused	17	0.20

VARIABLE
QCOVER_WHY_OS - QCOVER_WHY_XX. You said your [+mainjob+] job is not covered by OSHA safety standards. Do you know why not?

Edited Universe: Job is not covered by OSHA safety standards.

Value	Frequency	Percent
. = Missing	7,664	90.13
1 = YES	460	5.41
2 = NO	367	4.32
9 = Refused	12	0.14

VARIABLE
QCOVER_WHY_OT - QCOVER_WHY_XX. You said your [+mainjob+] job is not covered by Overtime pay. Do you know why not?

Edited Universe: Job is not covered by overtime pay.

Value	Frequency	Percent
. = Missing	4,806	56.52
1 = YES	3,165	37.22
2 = NO	507	5.96
9 = Refused	25	0.29

VARIABLE
QCOVER_WHY_SK - QCOVER_WHY_XX. You said your [+mainjob+] job is not covered by Family and medical leave. Do you know why not?

Edited Universe: Job is not covered by family and medical leave.

Value	Frequency	Percent
. = Missing	7,560	88.91
1 = YES	535	6.29
2 = NO	399	4.69
9 = Refused	9	0.11

VARIABLE
QCOVER_WHY_UI - QCOVER_WHY_XX. You said your [+mainjob+] job is not covered by Unemployment insurance. Do you know why not?

Edited Universe: Job is not covered by unemployment insurance.

Value	Frequency	Percent
. = Missing	7,003	82.36
1 = YES	811	9.54
2 = NO	666	7.83
9 = Refused	23	0.27

VARIABLE

QCOVER_WHY_WC - QCOVER_WHY_XX. You said your [+mainjob+] job is not covered by Workers' compensation. Do you know why not?

Edited Universe: Job is not covered by workers' compensation.

Value	Frequency	Percent
. = Missing	7,439	87.49
1 = YES	625	7.35
2 = NO	427	5.02
9 = Refused	12	0.14

VARIABLE

QDAYLABOR - QDAYLABOR. Some people get work by waiting at a place where employers pick up people to work for a day. These people are sometimes called DAY LABORERS. Were you a DAY LABORER in the last THIRTY DAYS?

Edited Universe: All respondents

Value	Frequency	Percent
1 = YES	102	1.20
2 = NO	8,386	98.62
9 = Don't Know/ Refused	15	0.18

VARIABLE

QDEDCONF - QDEDCONF. Just to confirm, you told me that at your [+mainjob+] job, you have no deductions from your pay (ever). Is that correct?

Edited Universe: No deductions or DK of any deductions

Value	Frequency	Percent
. = Missing	7,891	92.80
1 = YES	594	6.99
9 = Don't Know	18	0.21

VARIABLE
QDEDSPEC_1 - QDEDSPEC. Please tell me if each of the following items is deducted from your pay: 1. Taxes (federal, state, local)?

Edited Universe : All respondents

Value	Frequency	Percent
1 = YES	7,648	89.94
2 = NO	764	8.99
8 = Don't Know	59	0.69
9 = Refused	32	0.38

VARIABLE
QDEDSPEC_2 - QDEDSPEC. Please tell me if each of the following items is deducted from your pay: 2. Social security and Medicare taxes also known as FICA?

Edited Universe : All respondents

Value	Frequency	Percent
1 = YES	7,362	86.58
2 = NO	957	11.25
8 = Don't Know	155	1.82
9 = Refused	29	0.34

VARIABLE
QDEDSPEC_3 - QDEDSPEC. Please tell me if each of the following items is deducted from your pay: 3. Health insurance plans like medical, dental, vision or disability?

Edited Universe : All respondents

Value	Frequency	Percent
1 = YES	4,926	57.93
2 = NO	3,449	40.56
8 = Don't Know	97	1.14
9 = Refused	31	0.36

VARIABLE
QDEDSPEC_4 - QDEDSPEC. Please tell me if each of the following items is deducted from your pay: 4. Retirement plans like 401k, 403b, or other investment or savings plans?

Edited Universe : All respondents

Value	Frequency	Percent
1 = YES	4,533	53.31
2 = NO	3,829	45.03
8 = Don't Know	105	1.23
9 = Refused	36	0.42

VARIABLE
QDEDSPEC_5 - QDEDSPEC. Please tell me if each of the following items is deducted from your pay: 5. Tools, uniforms, or equipment?

Edited Universe : All respondents

Value	Frequency	Percent
1 = YES	759	8.93
2 = NO	7,669	90.19
8 = Don't Know	53	0.62
9 = Refused	22	0.26

VARIABLE
QDEDSPEC_6 - QDEDSPEC. Please tell me if each of the following items is deducted from your pay: 6. Anything else I did not already ask about? (SPECIFY)?

Edited Universe : All respondents

Value	Frequency	Percent
1 = YES	616	7.24
2 = NO	7,794	91.66
8 = Don't Know	51	0.60
9 = Refused	42	0.49

VARIABLE
QDOCUMENT_A - QDOCUMENT. Now I am going to ask you about the tax forms you get at your [+mainjob+] job. [+qdoctxt+] you [+didwil+] a...? a. W-2

Edited Universe : All respondents

Value	Frequency	Percent
1 = YES	7,483	88.00
2 = NO	855	10.06
7 = I DON'T KNOW WHAT THAT FORM IS	53	0.62
8 = Don't Know	87	1.02
9 = Refused	25	0.29

VARIABLE
QDOCUMENT_B - QDOCUMENT. Now I am going to ask you about the tax forms you get at your [+mainjob+] job. [+qdoctxt+] you [+didwil+] a...? b. W-4

Edited Universe : All respondents

Value	Frequency	Percent
1 = YES	4,821	56.70
2 = NO	1,921	22.59
7 = I DON'T KNOW WHAT THAT FORM IS	1,267	14.90
8 = Don't Know	460	5.41
9 = Refused	34	0.40

VARIABLE
QDOCUMENT_C - QDOCUMENT. Now I am going to ask you about the tax forms you get at your [+mainjob+] job. [+qdoctxt+] you [+didwil+] a...? c. 1099

Edited Universe : All respondents

Value	Frequency	Percent
1 = YES	2,150	25.29
2 = NO	5,673	66.72
7 = I DON'T KNOW WHAT THAT FORM IS	466	5.48
8 = Don't Know	184	2.16
9 = Refused	30	0.35

VARIABLE		
QDOCUMENT_D - QDOCUMENT. Now I am going to ask you about the tax forms you get at your [+mainjob+] job. [+qdoctxt+] you [+didwil+] a...? d. W-9		

Edited Universe : All respondents

Value	Frequency	Percent
1 = YES	1,199	14.10
2 = NO	4,610	54.22
7 = I DON'T KNOW WHAT THAT FORM IS	2,034	23.92
8 = Don't Know	624	7.34
9 = Refused	36	0.42

VARIABLE		
QDOCUMENT_E - QDOCUMENT. Now I am going to ask you about the tax forms you get at your [+mainjob+] job. [+qdoctxt+] you [+didwil+] a...? e. Schedule K-1		

Edited Universe : All respondents

Value	Frequency	Percent
1 = YES	405	4.76
2 = NO	7,076	83.22
7 = I DON'T KNOW WHAT THAT FORM IS	694	8.16
8 = Don't Know	300	3.53
9 = Refused	28	0.33

VARIABLE:		
QDOCUMENT_F - QDOCUMENT. Now I am going to ask you about the tax forms you get at your [+mainjob+] job. f. Any other tax forms (SPECIFY)		

Edited Universe : All respondents

Value	Frequency	Percent
1 = YES	179	2.11
2 = NO	8,095	95.20
7 = I DON'T KNOW WHAT THAT FORM IS	0	0
8 = Don't Know	205	2.41
9 = Refused	24	0.28

VARIABLE:		
QOCCUPATION - What kind of work do you do, that is, what is your occupation? [RECODED VARIABLE]		

Edited Universe : All respondents

Value	Frequency	Percent
. = Missing	5	0.06
1 = Blue Collar	4180	49.16
2 = White Collar	4226	49.7
3 = Other	69	0.81
99 = DONT KNOW/ REFUSED	23	0.27

VARIABLE		
QEDUCATION_1 - QEDUCATION1. What is the highest level of school you have completed or the highest degree you have received?		

Edited Universe : All respondents

Value	Frequency	Percent
1 = LESS THAN 1ST GRADE	18	0.21
2 = 1ST, 2ND, 3RD OR 4TH GRADE	27	0.32
3 = 5TH OR 6TH GRADE	69	0.81
4 = 7TH OR 8TH GRADE	55	0.65
5 = 9TH GRADE	70	0.82
6 = 10TH GRADE	59	0.69
7 = 11TH GRADE	104	1.22
8 = 12TH GRADE NO DIPLOMA	237	2.79
9 = HIGH SCHOOL GRAD-DIPLOMA OR EQUIV (GED)	1,649	19.39
10 = SOME COLLEGE BUT NO DEGREE	1,472	17.31
11 = ASSOCIATE DEGREE-OCCUPATIONAL/VOCATIONAL	811	9.54
12 = ASSOCIATE DEGREE-ACADEMIC PROGRAM	374	4.40
13 = BACHELOR'S DEGREE (EX: BA, AB, BS)	1,959	23.04
14 = MASTER'S DEGREE (EX: MA, MS, Meng, MEd, MSW)	1,081	12.71
15 = PROFESSIONAL SCHOOL DEG (EX: MD, DDS, DVM)	146	1.72
16 = DOCTORATE DEGREE (EX: PhD, EdD)	280	3.29
98 = Don't Know	17	0.20
99 = Refused	75	0.88

VARIABLE
QEDUCATION_2 - QEDUCATION2. Last week, were you enrolled in a high school, college, university or vocational/technical school? [CODE 'Yes' IF CURRENTLY ON HOLIDAY OR SEASONAL VACATION, CODE 'No' FOR SUMMER VACATION]

Edited Universe: All respondents.

Value	Frequency	Percent
1 = Yes, high school	37	0.44
2 = Yes, college	365	4.29
3 = Yes, university	329	3.87
4 = Yes, vocational/technical school	84	0.99
5 = Yes, other schooling (SPECIFY)	42	0.49
6 = No, not enrolled	7,532	88.58
7 = No, for summer vacation	31	0.36
98 = Don't Know	23	0.27
99 = Refused	60	0.71

VARIABLE
QEDUCATION_RECODE - QEDUCATION1. What is the highest level of school you have completed or the highest degree you have received? [RECODED VARIABLE]

Edited Universe: All respondents.

Value	Frequency	Percent
1 = Less than High School	639	7.51
2 = High School Graduate	1649	19.39
3 = Some College	1472	17.31
4 = Associates Degree	1185	13.94
5 = Bachelors Degree	1959	23.04
6 = Graduate Degree	1507	17.72
98 = Don't Know	17	0.2
99 = Refused	75	0.88

VARIABLE
QEMPLOYEE - QEMPLOYEE. At your [+mainjob+] job, are you an employee?

Edited Universe: Employed by government or private-for-profit company, or non-profit organization, or self-employed and refer to work as his/her job, something else, DK/REF, or self-employed and incorporated.

Value	Frequency	Percent
. = Missing	556	6.54
1 = YES	7,614	89.54
2 = NO	317	3.73
9 = Don't Know/ Refused	16	0.19

VARIABLE
QEMPLOYER - QEMPLOYER. At your [+mainjob+] job, are you employed by government, by a private company, a nonprofit organization, or are you self-employed?

Edited Universe: All respondents.

Value	Frequency	Percent
1 = Government	1577	18.55
2 = Private-for-profit company	5,048	59.37
3 = Non-profit organization including tax exempt and charitable organizations	786	9.24
4 = Self-employed [INCLUDES INDEPENDENT CONTRACTOR, INDEPENDENT CONSULTANT, FREELANC	911	10.71
5 = (VOL) OTHER	87	1.02
8 = Don't Know	89	1.05
9 = Refused	5	0.06

VARIABLE
QEMP_2 - QEMP_2. Is this [+qemptx+] your family business?

Edited Universe: Employed by private-for-profit company or self-employed.

Value	Frequency	Percent
. = Missing	2,544	29.92
1 = YES	514	6.04
2 = NO	5,427	63.82
9 = Don't Know	18	0.21

VARIABLE

QFINAN1 - QFINAN1. On your [+mainjob+] job, how much of your own money do you spend each year, on average, on tools, equipment, computers, or other materials you use for your work?

Edited Universe: All respondents who received detailed classification questions.

Value	Frequency	Percent
. = Missing	5,345	62.86
1 = More than $10,000	181	2.13
2 = Between $1,000 and $10,000	608	7.15
3 = Under $1,000, or	914	10.75
4 = None (You have not spent money on materials for your work)	1,342	15.78
8 = Don't Know	72	0.85
9 = Refused	41	0.48

VARIABLE

QFINAN1A - QFINAN1A. Are you required to purchase or lease SPECIFIC TOOLS OR EQUIPMENT or do you decide what to buy?

Edited Universe: Spend $1,000 or more each year on average of own money on tools, equipment, computers, or other materials for job.

Value	Frequency	Percent
. = Missing	7,601	89.39
1 = Required to buy specific tools and equipment	84	0.99
2 = I decide what to buy	709	8.34
3 = Both/Depends	58	0.68
8 = Don't Know	29	0.34
9 = Refused	22	0.26

VARIABLE

QFINAN1B - QFINAN1B. Are you required to purchase or lease tools or equipment FROM A SPECIFIC SOURCE or do you decide where to buy them?

Edited Universe: Spend $1,000 or more each year on average of own money on tools, equipment, computers, or other materials for job.

Value	Frequency	Percent
. = Missing	7,601	89.39
1 = Required to buy specific tools and equipment	44	0.52
2 = I decide what to buy	781	9.15
3 = Both/Depends	27	0.32
8 = Don't Know	27	0.32
9 = Refused	23	0.27

VARIABLE

QFINAN3 - QFINAN3. On your [+mainjob+] job, have you ever invested your own money where you work to support the day-to-day operations?

Edited Universe: All respondents who received detailed classification questions.

Value	Frequency	Percent
. = Missing	5,345	62.86
1 = YES	919	10.81
2 = NO	2,210	25.99
8 = Don't Know	11	0.13
9 = Refused	18	0.21

VARIABLE

QFINAN4_A - QFINAN4. At your [+mainjob+] job, can you hire additional workers?

Edited Universe: All respondents who received detailed classification questions.

Value	Frequency	Percent
. = Missing	5,345	62.86
1 = YES	966	11.36
2 = NO	2,107	24.78
3 = IT DEPENDS	59	0.69
8 = Don't Know	13	0.15
9 = Refused	13	0.15

VARIABLE

QFINAN4_B - QFINAN4. At your [+mainjob+] job, can you change the way the business is run?

Edited Universe: All respondents who received detailed classification questions.

Value	Frequency	Percent
. = Missing	5,345	62.86
1 = YES	875	10.29
2 = NO	2,085	24.52
3 = IT DEPENDS	168	1.98
8 = Don't Know	19	0.22
9 = Refused	11	0.13

VARIABLE:		
QFINAN5 - QFINAN5. In the event that the [+fintxt+] where you work loses money, would you continue to earn your wage for the work you perform?		

Edited Universe: All respondents who received detailed classification questions.

Value	Frequency	Percent
. = Missing	5,345	62.86
1 = YES	2,213	26.03
2 = NO	704	8.28
8 = Don't Know	221	2.60
9 = Refused	20	0.24

VARIABLE:		
QFIRMSIZE_RECODE - QFIRMSIZE. Counting ALL LOCATIONS where your employer/you operate(s), what is the total number of persons who work for your employer/you including yourself? [RECODED VARIABLE]		

Edited Universe : All respondents

Value	Frequency	Percent
. = Missing	4	0.05
1 = 1 Worker	512	6.02
2 = 2 to 4 Workers	552	6.49
3 = 5 to 9 Workers	604	7.10
4 = 10 to 19 Workers	680	8.00
5 = 20 to 49 Workers	948	11.15
6 = 50 to 99 Workers	705	8.29
7 = 100 to 249 Workers	881	10.36
8 = 250 to 499 Workers	554	6.52
9 = 500 or More Workers	2,881	33.88
98 = Don't Know	152	1.764
99 = Refused	30	0.38

VARIABLE:		
QGENDER - QGENDER. [IF NECESSARY: I know this may sound awkward, but I have to ask: What is your gender?]		

Edited Universe: All respondents.

Value	Frequency	Percent
1 = YES	4,732	55.65
2 = NO	3,770	44.34
9 = Don't Know/ Refused	1	0.01

VARIABLE		
QHISPANIC - QHISPANIC. Do you consider yourself to be Hispanic or [Latino/Latina]?		

Edited Universe: All respondents.

Value	Frequency	Percent
1 = YES	988	11.62
2 = NO	7,270	85.50
8 = Don't Know	15	0.18
9 = Refused	230	2.70

VARIABLE		
QINCOME_RECODE - QINCOME. What is the total combined income of all members of your FAMILY during the past 12 months? [RECODED VARIABLE]		

Edited Universe: All respondents.

Value	Frequency	Percent
1 = $1 - $4,999	112	1.32
2 = $5,000 - $9,999	122	1.43
3 = $10,000 - $19,999	429	5.05
4 = $20,000 - $29,999	543	6.39
5 = $30,000 - $34,999	352	4.14
6 = $35,000 - $39,999	601	7.07
7 = $40,000 - $49,999	654	7.69
8 = $50,000 - $74,999	1,386	16.30
9 = $75,000 - $99,999	959	11.28
10 = $100,000 or More	2,206	25.94
99 = Don't Know/ Refused	1,139	13.40

VARIABLE
QINDUSTRY_CODE - QINDUSTRYCODE. CHOOSE A CODE

Edited Universe: All respondents.

Value	Frequency	Percent
. = Missing	8	0.09
1 = AGRICULTURE, FORESTRY, FISHING, AND HUNTING	183	2.15
2 = MINING, QUARRYING, AND OIL AND GAS EXTRACTION	120	1.41
3 = CONSTRUCTION	541	6.36
4 = MANUFACTURING	746	8.77
5 = WHOLESALE AND RETAIL TRADE	843	9.91
6 = UTILITIES (ELECTRIC POWER, GAS, WATER, SEWAGE)	107	1.26
7 = TRUCK TRANSPORTATION	130	1.53
8 = TAXI AND LIMOUSINE SERVICE	9	0.11
9 = COURIERS AND MESSENGERS	43	0.50
10 = OTHER TRANSPORTATION	267	3.14
11 = INFORMATION (TELECOMMUNICATIONS, INTERNET, PHONE, CABLE, SOFTWARE/MEDIA PUBLISHI	288	3.39
12 = FINANCIAL ACTIVITIES (BANKING, INSURANCE, REAL ESTATE)	507	5.96
13 = PROFESSIONAL AND TECHNICAL SERVICES (LEGAL, ACCOUNTING, CONSULTING, SCIENTIFIC R	640	7.53
14 = SERVICES TO BUILDINGS AND DWELLINGS (CLEANING, JANITORIAL)	74	0.87
15 = LANDSCAPING SERVICES	68	0.80
16 = OTHER MANAGEMENT, ADMINISTRATIVE, AND WASTE SERVICES (EMPLOYMENT SERVICES, TRAVE	201	2.36
17 = HOME HEALTH CARE SERVICES	117	1.38
18 = CHILD DAY CARE SERVICES	45	0.53
19 = OTHER EDUCATION AND HEALTH SERVICES	1,808	21.26
20 = ARTS, ENTERTAINMENT, AND RECREATION	187	2.20
21 = TRAVELER ACCOMMODATION (HOTEL)	67	0.79
22 = RESTAURANTS AND OTHER FOOD SERVICES	402	4.73
23 = DRINKING PLACES, ALCOHOLIC BEVERAGES	15	0.18
24 = BEAUTY SALONS	27	0.32
25 = NAIL SALONS AND OTHER PERSONAL CARE SERVICES	11	0.13
26 = DRYCLEANING AND LAUNDRY SERVICES	10	0.12
27 = OTHER SERVICES (REPAIR AND MAINTENANCE, RELIGIOUS ORGANIZATIONS, PRIVATE HOUSEHO	362	4.26
28 = PUBLIC ADMINISTRATION (JUSTICE, PUBLIC ORDER, GOVERNMENT SUPPORT, COMMUNITY DEVE	542	6.37

VARIABLE
QINDUSTRY_CODE - QINDUSTRYCODE. CHOOSE A CODE

Edited Universe: All respondents.

29 = OTHER	105	1.23
99 = Don't Know	30	0.35

VARIABLE
QINTEGRAL - QINTEGRAL. Are the duties you perform on your [+mainjob+] job a part of the regular services or operations of the company where you work?

Edited Universe: Self-reported worker classification is self-employed or undetermined.

Value	Frequency	Percent
. = Missing	7,506	88.27
1 = YES	786	9.24
2 = NO	154	1.81
8 = Don't Know	52	0.61
9 = Refused	5	0.06

VARIABLE
QINTEGRAL2 - QINTEGRAL2. You have indicated that you are either NOT an EMPLOYEE or NOT SURE if you are an EMPLOYEE. Are there any workers at your [+mainjob+] job who are called 'employees' and perform the same work duties that you do?

Edited Universe: Self-reported worker classification is self-employed or undetermined.

Value	Frequency	Percent
. = Missing	7,506	88.27
1 = Yes, there are employees performing your same work duties [INTERVIEWER: CONFIRM:	304	3.58
2 = No, there are not employees performing your same work duties	635	7.47
3 = Other (SPECIFY)	11	0.13
4 = (VOL) DOES NOT APPLY TO ME	16	0.19
5 = (VOL) RESPONDENT SAYS S/HE IS AN EMPLOYEE	5	0.06
8 = Don't Know	21	0.25
9 = Refused	5	0.05

VARIABLE

QJOBFIND - QJOBFIND. Did you use any type of agency to help you obtain your [+mainjob+] job?

Edited Universe : All respondents

Value	Frequency	Percent
1 = YES	596	7.01
2 = NO	7,892	92.81
9 = Don't Know/ Refused	15	0.18

VARIABLE

QJOBHOURS - QJOBHOURS. Do you USUALLY work 35 hours or more per week at your MAIN job?

Edited Universe: If hours vary week to week, or usually work same number of hours across all jobs week to week, or DK/REF number of hours usually worked per week.

Value	Frequency	Percent
. = Missing	7,972	93.76
1 = YES	363	4.27
2 = NO	157	1.85
9 = Don't Know/ Refused	11	0.13

VARIABLE

QJOBS - QJOBS. In the LAST THIRTY DAYS, did you have more than one job [or business], including part-time, evening or weekend work? That is, were you PAID BY more than one job [or business]?

Edited Universe: All respondents.

Value	Frequency	Percent
1 = YES	988	11.62
2 = NO	7,508	88.30
9 = Don't Know/ Refused	7	0.08

VARIABLE

QKEY - Sample key

Edited Universe : All respondents

Value	Frequency	Percent
. =	.	.

VARIABLE

QL - QL. Now we have some questions about languages you speak. Is [+qlan+] your native language?

Edited Universe: All respondents.

Value	Frequency	Percent
1 = YES	7,775	91.44
2 = NO	581	6.83
9 = Don't Know/ Refused	147	1.73

VARIABLE

QLAN - QLAN. Would you prefer to continue in English or in Spanish?

Edited Universe: All respondents.

Value	Frequency	Percent
1 = English	8,207	96.52
2 = Spanish	296	3.48

VARIABLE

QLGBT - QLGBT. Do you think of yourself as...

Edited Universe: All respondents.

Value	Frequency	Percent
. = Missing	4,598	54.08
1 = Gay/lesbian	73	0.86
2 = Straight, that is, not gay/lesbian or gay	3,403	40.02
3 = Bisexual	60	0.71
4 = (VOL) SOMETHING ELSE	11	0.13
8 = Don't Know	59	0.69
9 = Refused	299	3.52

VARIABLE

QL_2 - QL2. How well would you say you UNDERSTAND English when someone is speaking to you? Would you say you understand English very well, somewhat well, not well or not at all?

Edited Universe : English/Spanish is not native language or DK/REF.

Value	Frequency	Percent
. = Missing	7,483	88.00
1 = Very well	515	6.06
2 = Somewhat well	155	1.82
3 = Not well	161	1.89
4 = Not at all	46	0.54
9 = Don't Know/ Refused	143	1.68

VARIABLE

QL_3 - QL3. How well would you say you SPEAK English? Would you say...?

Edited Universe : English/Spanish is not native language or DK/REF.

Value	Frequency	Percent
. = Missing	7,483	88.00
1 = Very well	457	5.37
2 = Somewhat well	186	2.19
3 = Not well	173	2.03
4 = Not at all	60	0.71
8 = Don't Know	5	0.06
9 = Refused	139	1.63

VARIABLE

QL_4 - QL4. How well would you say you READ English? Would you say...?

Edited Universe : English/Spanish is not native language or DK/REF.

Value	Frequency	Percent
. = Missing	7,483	88.00
1 = Very well	504	5.93
2 = Somewhat well	124	1.46
3 = Not well	147	1.73
4 = Not at all	104	1.22
9 = Don't Know/ Refused	141	1.66

VARIABLE:		
QMAINJOB_RECODE - QMAINJOB. How many hours per week do you USUALLY work at your MAIN job? [RECODED VARIABLE]		

Edited Universe: All respondents.

Value	Frequency	Percent
1 = 0 to 10 Hours per Week	303	3.56
2 = 11 to 20 Hours per Week	569	6.69
3 = 21 to 30 Hours per Week	717	8.43
4 = 31 to 40 Hours per Week	3,815	44.87
5 = 41 to 50 Hours per Week	1,595	18.76
6 = 51 to 60 Hours per Week	643	7.56
7 = 61 to 70 Hours per Week	200	2.35
8 = 71 to 80 Hours per Week	75	0.88
9 = 81 or More Hours per Week	51	0.60
999 = Don't Know/ Refused	535	6.29

VARIABLE
QMARITAL - QMARITAL. Are you currently...

Edited Universe: All respondents.

Value	Frequency	Percent
1 = Married,	4,476	52.64
2 = Living with a partner,	656	7.71
3 = Separated,	210	2.47
4 = Divorced,	868	10.21
5 = Widowed, or	230	2.70
6 = Never married?	1,751	20.59
10 = Refused	243	2.86
99 = DON'T KNOW	69	0.81

VARIABLE
QOCCUP_CODE - [INTERVIEWER: APPLY A CODE] QOCCUPCODE. What kind of work do you do, that is, what is your occupation?

Edited Universe: All respondents.

Value	Frequency	Percent
. = Missing	3	0.04
1 = MANAGEMENT OCCUPATIONS	916	10.77
2 = BUSINESS AND FINANCIAL OPERATIONS OCCUPATIONS	539	6.34
3 = COMPUTER AND MATHEMATICAL OCCUPATIONS	331	3.89
4 = ARCHITECTURE AND ENGINEERING OCCUPATIONS	226	2.66
5 = LIFE, PHYSICAL, AND SOCIAL SCIENCE OCCUPATIONS	116	1.36
6 = COMMUNITY AND SOCIAL SERVICE OCCUPATIONS	172	2.02
7 = LEGAL OCCUPATIONS	142	1.67
8 = EDUCATION, TRAINING, AND LIBRARY OCCUPATIONS	610	7.17
9 = ARTS, DESIGN, ENTERTAINMENT, SPORTS, AND MEDIA OCCUPATIONS	174	2.05
10 = HEALTHCARE PRACTITIONERS AND TECHNICAL OCCUPATIONS	467	5.49
11 = HEALTHCARE SUPPORT OCCUPATIONS	170	2.00
12 = PROTECTIVE SERVICE OCCUPATIONS	189	2.22
13 = FOOD PREPARATION AND SERVING RELATED OCCUPATIONS	413	4.86
14 = BUILDING AND GROUNDS CLEANING AND MAINTENANCE OCCUPATIONS	258	3.03
15 = PERSONAL CARE AND SERVICE OCCUPATIONS	219	2.58
16 = SALES AND RELATED OCCUPATIONS	705	8.29

VARIABLE		
17 = OFFICE AND ADMINISTRATIVE SUPPORT OCCUPATIONS	818	9.62
18 = FARMING, FISHING, AND FORESTRY OCCUPATIONS	88	1.03
19 = CONSTRUCTION AND EXTRACTION OCCUPATIONS	465	5.47
20 = INSTALLATION, MAINTENANCE, AND REPAIR OCCUPATIONS	379	4.46
21 = PRODUCTION OCCUPATIONS	452	5.32
22 = TRANSPORTATION AND MATERIAL MOVING OCCUPATIONS	493	5.80
23 = MILITARY SPECIFIC OCCUPATIONS	64	0.75
24 = OTHER	69	0.81
99 = Don't Know/ Refused	25	0.29

VARIABLE
QONCALL_1 - QONCALL1. Some people are in a pool of workers who are ONLY called to work as needed, although they can be scheduled to work for several days or weeks in a row, for example substitute teachers, information technology workers, and construction workers supplied by a union hiring hall. These people are sometimes referred to as ON-CALL workers. Were you an ON-CALL worker in the last THIRTY DAYS?

Edited Universe: All respondents.

Value	Frequency	Percent
1 = YES	670	7.88
2 = NO	7,795	91.67
9 = Don't Know/ Refused	38	0.45

VARIABLE

QONCALL_2 - QONCALL2. Some ON-CALL workers have regularly scheduled hours, but IN ADDITION must work when called. Other ON-CALL workers work ONLY when called. Which type of ON-CALL worker are you?

Edited Universe: On-call worker.

Value	Frequency	Percent
. = Missing	7,833	92.12
1 = Work regular hours, but must be available	385	4.53
2 = Only work when called	245	2.88
3 = Other (Specify)	31	0.36
9 = Don't Know/ Refused	9	0.11

VARIABLE

QPASTWEEK - QPASTWEEK. In the PAST WEEK, did you work for pay or profit?

Edited Universe: All respondents.

Value	Frequency	Percent
. = Missing	1	0.01
1 = YES	7,596	89.33
2 = NO	750	8.82
8 = Don't Know	13	0.15
9 = Refused	143	1.68

VARIABLE

QPAYSTUB - QPAYSTUB. Do you receive or have access to a pay stub or any document listing your pay and any deductions?

Edited Universe: All respondents.

Value	Frequency	Percent
1 = YES	7,424	87.31
2 = NO	1,019	11.98
8 = Don't Know	28	0.33
9 = Refused	32	0.38

VARIABLE
QPAY_4 - QPAY4. Please tell me how you usually RECEIVE your pay from your [+mainjob+] job.

Edited Universe: All respondents.

Value	Frequency	Percent
1 = By company/corporate check	2,503	29.44
2 = By personal check	256	3.01
3 = In cash	177	2.08
4 = ATM/Debit card	102	1.20
5 = Direct deposit	5,208	61.25
6 = Some other way (SPECIFY)	102	1.20
7 = BY CHECK (NOT SPECIFIED) (VOL [IWER: PROBE FOR COMPANY/CORPORATE (CODE AS 1) OR	43	0.51
8 = Don't Know	16	0.19
9 = Refused	96	1.13

VARIABLE
QRACE_RECODE - QRACE. What race do you consider yourself to be? Please select one or more of the following. [RECODED VARIABLE]

Edited Universe: All respondents.

Value	Frequency	Percent
1 = AM INDIAN/ALASKA NATIVE	111	1.31
2 = ASIAN	271	3.19
3 = NATIVE HAWAIIAN/PACIFIC ISLANDER	33	0.39
4 = BLACK/AFRICAN AMERICAN	814	9.57
5 = WHITE	6,044	71.08
6 = OTHER RACE	706	8.30
7 = MULTIPLE RACE	137	1.61
9 = Don't Know/ Refused	387	4.55

VARIABLE
QREASON_MW - QREASON_XX. Why not?

Edited Universe: Knows why job is not covered by minimum wage.

Value	Frequency	Percent
. = Missing	7,687	90.4
1 = HAVE NOT WORKED ENOUGH HOURS	10	0.12
2 = HAVE NOT WORKED AT ORGANIZATION FOR LONG ENOUGH	2	0.02
3 = NOT AN EMPLOYEE/SELF-EMPLOYED	258	3.03
4 = SALARIED/EXEMPT EMPLOYEE	253	2.98
5 = OTHER REASON (SPECIFY)	51	0.6
8 = (VOL) DON'T KNOW	28	0.33
9 = (VOL) Refused	7	0.08
10 = Over minimum wage / make more than minimum wage	67	0.79
11 = Commission-based	30	0.35
12 = Contract work/Contract employee/Union contract/Contract (unsp)	16	0.19
13 = Union contract / union employee	5	0.06
15 = Not required / does not apply / governed by other regulations	18	0.21
16 = Business is too small	8	0.09
17 = Paid in another way (per piece, mile, comp time)	43	0.51
18 = It's just the policy/ law/they don't offer it	20	0.24

VARIABLE
QREASON_OS - QREASON_XX. Why not?

Edited Universe: Knows why job is not covered by OSHA safety standards.

Value	Frequency	Percent
. = Missing	8,043	94.59
1 = HAVE NOT WORKED ENOUGH HOURS	7	0.08
2 = HAVE NOT WORKED AT ORGANIZATION FOR LONG ENOUGH	1	0.01
3 = NOT AN EMPLOYEE/SELF-EMPLOYED	165	1.94
4 = SALARIED/EXEMPT EMPLOYEE	24	0.28
5 = OTHER REASON (SPECIFY)	25	0.29
8 = DON'T KNOW	21	0.25
9 = Refused	5	0.06
11 = Commission-based	1	0.01
12 = Contract work/Contract employee/Union contract/Contract (unsp) (ADDED 2/5/15)	4	0.05
14 = Not hazardous environment / nature of job (ADDED 2/5/15)	91	1.07
15 = Not required / does not apply / governed by other regulations (ADDED 2/5/15)	103	1.21
16 = Business is too small	11	0.13
17 = Paid in another way (per piece, mile, comp time) (ADDED 2/24/15)	1	0.01
18 = It's just the policy/ law/they don't offer it (ADDED 2/24/15)	1	0.01

VARIABLE		
QREASON_OT - QREASON_XX. Why not?		

Edited Universe: Knows why job is not covered by overtime pay.

Value	Frequency	Percent
. = Missing	5,338	62.78
1 = HAVE NOT WORKED ENOUGH HOURS	237	2.79
2 = HAVE NOT WORKED AT ORGANIZATION FOR LONG ENOUGH	4	0.05
3 = NOT AN EMPLOYEE/SELF-EMPLOYED	367	4.32
4 = SALARIED/EXEMPT EMPLOYEE	1,882	22.13
5 = OTHER REASON (SPECIFY)	250	2.94
8 = (VOL) DON'T KNOW	38	0.45
9 = (VOL) Refused	13	0.15
11 = Commission-based	61	0.72
12 = Contract work/Contract employee/Union contract/Contract (unsp)	46	0.54
13 = Union contract / union employee	2	0.02
15 = Not required / does not apply / governed by other regulations	33	0.39
16 = Business is too small	1	0.01
17 = Paid in another way (per piece, mile, comp time)	107	1.26
18 = It's just the policy/ law/they don't offer it	124	1.46

VARIABLE		
QREASON_SK - QREASON_XX. Why not?		

Edited Universe: Knows why job is not covered by family and medical leave.

Value	Frequency	Percent
. = Missing	7,968	93.71
1 = HAVE NOT WORKED ENOUGH HOURS	76	0.89
2 = HAVE NOT WORKED AT ORGANIZATION FOR LONG ENOUGH	17	0.2
3 = NOT AN EMPLOYEE/SELF-EMPLOYED	152	1.79
4 = SALARIED/EXEMPT EMPLOYEE	33	0.39
5 = OTHER REASON (SPECIFY)	95	1.12
8 = (VOL) DON'T KNOW	22	0.26
9 = (VOL) Refused	2	0.02
11 = Commission-based	4	0.05
12 = Contract work/Contract employee/Union contract/Contract (unsp)	18	0.21
13 = Union contract / union employee	7	0.08

VARIABLE		
14 = Not hazardous environment / nature of job	1	0.01
15 = Not required / does not apply / governed by other regulations	11	0.13
16 = Business is too small	38	0.45
17 = Paid in another way (per piece, mile, comp time)	5	0.06
18 = It's just the policy/ law/they don't offer it	54	0.64

VARIABLE		
QREASON_UI - QREASON_XX. Why not?		

Edited Universe: Knows why job is not covered by unemployment insurance.

Value	Frequency	Percent
. = Missing	7,692	90.46
1 = HAVE NOT WORKED ENOUGH HOURS	70	0.82
2 = HAVE NOT WORKED AT ORGANIZATION FOR LONG ENOUGH	5	0.06
3 = NOT AN EMPLOYEE/SELF-EMPLOYED	395	4.65
4 = SALARIED/EXEMPT EMPLOYEE	62	0.73
5 = OTHER REASON (SPECIFY)	107	1.26
8 = (VOL) DON'T KNOW	31	0.36
9 = (VOL) Refused	9	0.11
11 = Commission-based	9	0.11
12 = Contract work/Contract employee/Union contract/Contract (unsp)	15	0.18
14 = Not hazardous environment / nature of job	1	0.01
15 = Not required / does not apply / governed by other regulations	52	0.61
16 = Business is too small	2	0.02
17 = Paid in another way (per piece, mile, comp time)	6	0.07
18 = It's just the policy/ law/they don't offer it	36	0.42
19 = Self-insured / other type insurance	11	0.13

VARIABLE

QREASON_WC - QREASON_XX. Why not?

Edited Universe: Knows why job is not covered by workers' compensation.

Value	Frequency	Percent
. = Missing	7,878	92.65
1 = HAVE NOT WORKED ENOUGH HOURS	24	0.28
2 = HAVE NOT WORKED AT ORGANIZATION FOR LONG ENOUGH	3	0.04
3 = NOT AN EMPLOYEE/SELF-EMPLOYED	331	3.89
4 = SALARIED/EXEMPT EMPLOYEE	42	0.49
5 = OTHER REASON (SPECIFY)	69	0.81
8 = (VOL) DON'T KNOW	21	0.25
9 = (VOL) Refused	15	0.18
11 = Commission-based	3	0.04
12 = Contract work/Contract employee/Union contract/Contract (unsp)	12	0.14
14 = Not hazardous environment / nature of job	4	0.05
15 = Not required / does not apply / governed by other regulations	39	0.46
16 = Business is too small	9	0.11
17 = Paid in another way (per piece, mile, comp time)	6	0.07
18 = It's just the policy/ law/they don't offer it	24	0.28
19 = Self-insured / other type insurance	23	0.27

VARIABLE
QREFER - QREFER. How did you learn about the [+dumady+] that helped you obtain this job?

Edited Universe: Specified a type of agency that helped obtain job.

Value	Frequency	Percent
. = Missing	7,914	93.07
1 = Employer sent you there to apply for work	52	0.61
2 = Through a personal referral (friend/family)	195	2.29
3 = Through an advertisement	117	1.38
4 = Some other way (SPECIFY)	99	1.16
9 = Don't Know/Refused	19	0.22
10 = Internet / online (website unspec.)	41	0.48
11 = They called me	38	0.45
12 = On my own / walk-in	28	0.33

VARIABLE
QRELATE1 - QRELATE1. Besides your main job, do you perform similar paid work for others [IF NECESSARY: other companies or businesses]?

Edited Universe: All respondents who received detailed classification questions.

Value	Frequency	Percent
. = Missing	5,345	62.86
1 = YES	444	5.22
2 = NO	2,689	31.62
8 = Don't Know	12	0.14
9 = Refused	13	0.15

VARIABLE
QRELATE2 - QRELATE2. Are you required to get approval from your [+mainjob+] job in order to provide these duties and activities for others?

Edited Universe: Perform similar work for others, besides main job.

Value	Frequency	Percent
. = Missing	8,059	94.78
1 = YES	117	1.38
2 = NO	322	3.79
9 = Don't Know	5	0.06

VARIABLE
QRELATE3 - QRELATE3. Do you use your own funds to advertise your services, with a website, flyers, newspapers, business cards or any other way?

Edited Universe: All respondents who received detailed classification questions.

Value	Frequency	Percent
. = Missing	5,345	62.86
1 = YES	550	6.47
2 = NO	2,588	30.44
8 = Don't Know	6	0.07
9 = Refused	14	0.16

VARIABLE
QREQUIRE_A - QREQUIRE. To work at your [+mainjob+] job, were you REQUIRED to...? a. Sign a contract, form or other legal document

Edited Universe: All respondents.

Value	Frequency	Percent
1 = YES	3,606	42.41
2 = NO	4,668	54.90
8 = Don't Know	218	2.56
9 = Refused	11	0.13

VARIABLE
QREQUIRE_B - QREQUIRE. To work at your [+mainjob+] job, were you REQUIRED to...? b. Create your own business or LLC

Edited Universe: All respondents.

Value	Frequency	Percent
1 = YES	470	5.53
2 = NO	7,960	93.61
9 = Don't Know/ Refused	73	0.86

VARIABLE
QSELF_NUM_RECODE - QSELF_NUM. How many different people or companies have paid you in the last 30 days in your [+mainjob+] job? [RECODED VARIABLE]

Edited Universe : Works as an independent contractor, independent consultant, free-lance worker, or refers to work as his/her business, (professional) practice, self-employment, or client.

Value	Frequency	Percent
. = Missing	7,641	89.86
1 = 1 Person	356	4.19
2 = 2 to 10 People	275	3.23
3 = 11 to 20 People	69	0.81
4 = 21 to 50 People	55	0.65
5 = 51 or More People	37	0.44
998 = Don't Know	53	0.62
999 = Refused	17	0.20

VARIABLE
QSELF_TITLE_1 - QSELF_TITLE_1. In the last 30 days did you work in your [+mainjob+] job as an independent contractor, independent consultant, free-lance worker, or something else?

Edited Universe : Self-employed, or employed by other/DK/REF.

Value	Frequency	Percent
. = Missing	7,411	87.16
1 = Independent contractor	431	5.07
2 = Independent consultant	73	0.86
3 = Free-lance worker	91	1.07
4 = Something else (SPECIFY)	357	4.20
8 = Don't Know	127	1.49
9 = Refused	13	0.15

VARIABLE
QSELF_TITLE_2 - QSELF_TITLE_2. Do you usually refer to your work at your [+mainjob+] job as...?

Edited Universe: Self-employed as something other than independent contractor, independent consultant, free-lance worker, or DK/REF type of self-employment.

Value	Frequency	Percent
. = Missing	8,006	94.16
1 = Your business?	155	1.82
2 = Your (professional) practice?	60	0.71
3 = Your self-employment?	43	0.51
4 = Your client?	9	0.11
5 = Your job?	187	2.20
6 = Something else? (SPECIFY)	30	0.35
9 = Don't Know/ Refused	13	0.15

VARIABLE
QSIGN_SP_A - QSIGNSP. What type(s) of contract, form, or other legal document did you sign? a. Tax withholding forms

Edited Universe: Required to sign a contract, form, or other legal document to work at job.

Value	Frequency	Percent
. = Missing	4,897	57.59
1 = YES	2,885	33.93
2 = NO	537	6.32
8 = Don't Know	178	2.09
9 = Refused	6	0.07

VARIABLE
QSIGN_SP_B - QSIGNSP. What type(s) of contract, form, or other legal document did you sign? b. Partnership agreement

Edited Universe: Required to sign a contract, form, or other legal document to work at job.

Value	Frequency	Percent
. = Missing	4,897	57.59
1 = YES	252	2.96
2 = NO	3,181	37.41
9 = Don't Know	173	2.03

VARIABLE
QSIGN_SP_C - QSIGNSP. What type(s) of contract, form, or other legal document did you sign? c. Franchise agreement

Edited Universe: Required to sign a contract, form, or other legal document to work at job.

Value	Frequency	Percent
. = Missing	4,897	57.59
1 = YES	98	1.15
2 = NO	3,404	40.03
9 = Don't Know	104	1.22

VARIABLE
QSIGN_SP_D - QSIGNSP. What type(s) of contract, form, or other legal document did you sign? d. Employment contract

Edited Universe: Required to sign a contract, form, or other legal document to work at job.

Value	Frequency	Percent
. = Missing	4,897	57.59
1 = YES	2,481	29.18
2 = NO	937	11.02
9 = Don't Know/ Refused	188	2.21

VARIABLE
QSIGN_SP_E - QSIGNSP. What type(s) of contract, form, or other legal document did you sign? e. Independent contractor agreement

Edited Universe: Required to sign a contract, form, or other legal document to work at job.

Value	Frequency	Percent
. = Missing	4,897	57.59
1 = YES	309	3.63
2 = NO	3,185	37.46
9 = Don't Know/ Refused	112	1.32

VARIABLE
QSIGN_SP_F - QSIGNSP. What type(s) of contract, form, or other legal document did you sign? f. Something else

Edited Universe: Required to sign a contract, form, or other legal document to work at job.

Value	Frequency	Percent
. = Missing	4,883	57.43
1 = YES	373	4.39
2 = NO	3,153	37.08
8 = Don't Know	76	0.89
9 = Refused	18	0.21

VARIABLE
QSIGNSP_6 - QSIGNSP. What type(s) of contract, form, or other legal document did you sign? Confidentiality/Non-disclosure agreement

Edited Universe: Required to sign a contract, form, or other legal document to work at job.

Value	Frequency	Percent
. = Missing	4,897	57.59
1 = YES	148	1.74
2 = NO	3,458	40.67

VARIABLE
QSIGNSP_7 - QSIGNSP. What type(s) of contract, form, or other legal document did you sign? Non-compete agreement

Edited Universe: Required to sign a contract, form, or other legal document to work at job.

Value	Frequency	Percent
. = Missing	4,897	57.59
1 = YES	90	1.06
2 = NO	3,516	41.35

VARIABLE
QTEMPSTAFF - QTEMPSTAFF. At your main job do you work for a temporary or staffing agency?

Edited Universe: All respondents.

Value	Frequency	Percent
1 = YES	574	6.75
2 = NO	7,863	92.47
9 = Don't Know/ Refused	66	0.78

VARIABLE

QTEMP_1 - QTEMP1. Some jobs are temporary. They last only for a set number of weeks or months or until the completion of a project. Is your [+mainjob+] job temporary?

Edited Universe: All respondents.

Value	Frequency	Percent
1 = YES	890	10.47
2 = NO	7,555	88.86
8 = Don't Know	50	0.59
9 = Refused	8	0.09

VARIABLE

QTEMP_1A - QTEMP1A. Are you working only until a specific project is completed?

Edited Universe: Job is temporary, or Cannot/DK/REF continue to work indefinitely.

Value	Frequency	Percent
. = Missing	7,226	84.98
1 = YES	565	6.64
2 = NO	674	7.93
8 = Don't Know	32	0.38
9 = Refused	6	0.07

VARIABLE
QTEMP_1B - QTEMP1B. Were you hired for a fixed period of time?

Edited Universe: Not working only until specific project is completed or DK/RE.

Value	Frequency	Percent
. = Missing	7,791	91.63
1 = YES	212	2.49
2 = NO	479	5.63
8 = Don't Know	15	0.18
9 = Refused	6	0.07

VARIABLE
QTEMP_1C - QTEMP1C. Is your [+mainjob+] job SEASONAL or YEAR-ROUND?

Edited Universe : Not hired for a fixed period of time or DK/REF.

Value	Frequency	Percent
. = Missing	8,003	94.12
1 = Seasonal	72	0.85
2 = Year-round	407	4.79
8 = Don't Know	15	0.18
9 = Refused	6	0.07

VARIABLE
QTEMP_2 - QTEMP2. Provided the economy does not change and your job performance is adequate, can you continue to work in your current job as long as you wish?

Edited Universe: Job is not temporary or DK/REF if job is temporary.

Value	Frequency	Percent
. = Missing	890	10.47
1 = YES	7,226	84.98
2 = NO	245	2.88
8 = Don't Know	136	1.60
9 = Refused	6	0.07

VARIABLE

QTHINK - QTHINK. Based on your responses to earlier questions, we are unable to determine if you are considered an employee or self-employed. What do you think your legal worker status should be? Should it be...?

Edited Universe: Self-reported worker classification is undetermined.

Value	Frequency	Percent
. = Missing	7,838	92.18
1 = Self-employed	237	2.79
2 = Employee	329	3.87
3 = Or, something else (SPECIFY)	65	0.76
8 = Don't Know	27	0.32
9 = Refused	7	0.08

VARIABLE

QUNION - QUNION. Are you a member of a labor union?

Edited Universe: All respondents.

Value	Frequency	Percent
1 = YES	949	11.16
2 = NO	7,327	86.17
8 = Don't Know	75	0.88
9 = Refused	152	1.79

VARIABLE

QWAGECON - QWAGECON. INTERVIEWER: CONFIRM AMOUNT: [+wag+]

Edited Universe: All respondents.

Value	Frequency	Percent
.	8,503	100

VARIABLE
QWAGE_RECODE - QWAGE. In the past 12 months, what was the TOTAL amount you received in wages, salary, commissions, bonuses, or tips on your [+mainjob+] job, before taxes or other deductions? [RECODED VARIABLE]

Edited Universe: All respondents.

Value	Frequency	Percent
1 = $1 - $1,000	417	4.90
2 = $1,001 - $10,000	1,019	11.98
3 = $10,001 - $30,000	1,468	17.26
4 = $30,001 - $50,000	1,269	14.92
5 = $50,001 - $70,000	821	9.66
6 = $70,001 - $100,000	745	8.76
7 = $100,001 - $200,000	472	5.55
8 = $200,001 or More	132	1.55
99 = Don't Know/ Refused	2,160	25.40

VARIABLE
T1 - T1. Now thinking about your telephone use, do you have a working cell phone?

Edited Universe : Landline sample

Value	Frequency	Percent
. = Missing	5,949	69.96
1 = YES, HAVE CELL PHONE	2,272	26.72
2 = NO, DO NOT HAVE CELL PHONE	230	2.70
9 = Don't Know/ Refused	52	0.61

VARIABLE
T2_RECODE - T2. [Including this one,] How many working cell phones do YOU personally have? [RECODED VARIABLE]

Edited Universe: Has a working cell phone or cell sample.

Value	Frequency	Percent
. = Missing	282	3.32
1 = 1 Cell Phone	6,892	81.05
2 = 2 Cell Phones	953	11.21
3 = 3 Cell Phones	130	1.53
4 = 4 or more Cell Phones	81	0.95
9 = Don't Know/ Refused	165	1.94

VARIABLE
T3_RECODE - T3. Thinking about the other adults in your household, how many working cell phones in total do THEY have? [RECODED VARIABLE]

Edited Universe: Two or more adults in household.

Value	Frequency	Percent
. = Missing	2,730	32.11
1 = 1 Cell Phone	3,291	38.70
2 = 2 Cell Phones	1,207	14.19
3 = 3 Cell Phones	646	7.60
4 = 4 or more Cell Phones	439	5.16
9 = Don't Know/ Refused	190	2.23

VARIABLE
T4 - T4. Is a cell phone your ONLY phone, or do you also have a regular landline telephone at home?

Edited Universe: Cell sample.

Value	Frequency	Percent
. = Missing	2,554	30.04
1 = CELL PHONE IS ONLY PHONE	3,626	42.64
2 = HAVE LANDLINE TELEPHONE AT HOME	2,164	25.45
9 = Don't Know/ Refused	159	1.87

VARIABLE
T5_RECODE - T5. [Including this number,] How many different residential phone NUMBERS do you have coming into your household, not including lines dedicated to a fax machine, modem, or used strictly for business purposes? Do not include cellular phones. [RECODED]

Edited Universe: Has a landline telephone at home or landline sample.

Value	Frequency	Percent
. = Missing	3,785	44.51
1 = 1 Phone Number	4,293	50.49
2 = 2 Phone Numbers	219	2.58
3 = 3 Phone Numbers	81	0.95
4 = 4 or more Phone Numbers	28	0.33
9 = Don't Know/ Refused	97	1.14

VARIABLE
T6 - T6. Of all the telephone calls that you [+T6fill+] receive, are:

Edited Universe: Landline sample and has a working cell phone or there are 1-6 other cell phones in household, or Cell sample and has a landline telephone at home.

Value	Frequency	Percent
. = Missing	3,986	46.88
1 = All or almost all calls received on cell phones,	1,795	21.11
2 = Some received on cell phones and some on regular phones, or	2,083	24.50
3 = Very few or none on cell phones?	581	6.83
9 = Don't Know/ Refused	58	0.68

VARIABLE
WEIGHT - Weights

Edited Universe : All respondents

Value	Frequency	Percent
1727.02 - 68207.38	8,503	100

VARIABLE
RPL01-RPL100 - Replicate for Weights

Edited Universe : All respondents

Value	Frequency	Percent
0 - 136414.77	8,503	100

Appendix B: Worker Classification Survey Instrument

English Version

WORKER CLASSIFICATION SURVEY

[PROGRAM REMINDER TO LEAVE VOICEMAIL ON SECOND ATTEMPT]

QUALIFIED LEVELS:

CELL:

LEVEL 1: S7_R-AX=1

LANDLINE:

LEVEL 1: SELECT2=1 OR A1=1 OR S6_1=1

PART I. INTRODUCTION

RDD (LANDLINE) INTRODUCTION

INTRO1   Hello, my name is [INTERVIEWER] and I'm calling on behalf of [IF CATI1=1: Abt Associates/IF CATI1=2: the Department of Labor]. We are conducting a national survey about American jobs, work benefits, and experiences. First… [SOURCE: NEW]

S1   Are you a member of this household and at least 18 years old? [SOURCE: FMLA SURVEY]

1. YES   [GO TO S4]

2. NO   [GO TO S2]

8. DK (VOL)   [GO TO S2]

9. REF (VOL)   [GO TO S2]

S2   May I speak to a household member who is at least 18 years old? [SOURCE: FMLA SURVEY]

1. AVAILABLE   [REPEAT INTRO1]

2.   NOT AVAILABLE [SCHEDULE CALLBACK]

3.   THERE ARE NONE   [GO TO THANK01] [SCREENOUT]

8.   DK (VOL)   [GO TO THANK01] [SOFT REFUSAL]

9.   REF (VOL)   [GO TO THANK01] [SOFT REFUSAL]

[IF NECESSARY: Household members include people who think of this household as their primary place of residence. It includes persons who usually stay in the household but are temporarily away, such as in the military, on business, on vacation, in a hospital, or living at school in a dorm, fraternity, or sorority.]

CELL PHONE INTRODUCTION

INTRO2   Hello, my name is [INTERVIEWER] and I'm calling on behalf of [IF CATI1=1: Abt Associates/ IF CATI1=2: the Department of Labor]. We are conducting a national survey about American jobs, work benefits, and experiences. First… [SOURCE: NEW]

If you are now driving a car or doing any activity requiring your full attention, I need to call you back later.

1.   AVAILABLE/NOT DRIVING   [GO TO S3]

2.   NOT AVAILABLE/CURRENTLY DRIVING   [SCHEDULE CALLBACK]

8.   DK (VOL)   [GO TO THANK02] [SOFT REFUSAL]

9.   REF (VOL)   [GO TO THANK02] [SOFT REFUSAL]

S3   Are you at least 18 years old? [SOURCE: FMLA SURVEY]

1.   YES   [GO TO S4]

2.   NO   [GO TO THANK01] [SCREENOUT]

8.   DK (VOL)   [GO TO THANK01]   [SOFT REFUSAL]

9.   REF (VOL)   [GO TO THANK01]   [SOFT REFUSAL]

TIMESTAMP 1

A.   SCREENER & SELECTION

S4   Results from this survey will be used by the U.S. Department of Labor to improve policies and benefits for American workers. Information from the survey will help the Department's efforts to promote fair hiring practices, and access to critical workplace benefits, opportunities and protections. Your answers will remain private and your personal information will not be shared with the U.S. Department of Labor. [SOURCE: NEW]

To determine if [LANDLINE: your household qualifies/ CELL: you qualify] for the survey, I need to get some information about the members of your household who are 18 years old or older. These questions will take just a minute to complete.

S5   How many adults age 18 or over live in your household? _____   [SOURCE: FMLA SURVEY]

[RANGE=1-11, 99 DK/REF=SOFT REFUSAL]

IF S5=1 GO TO S7_R.

IF S5>1 GO TO S6.

S6   Of these, (IF NECESSARY, ADULTS OVER AGE 18) how many worked for pay or profit in the last 30 days? [SOURCE: NEW]

_____

[RANGE=0-11, 99 DK/REF=SOFT REFUSAL. ANSWER CANNOT BE GREATER THAN S5. IF S6=0 GO TO THANK03 - SCREENOUT]

IF CELL:

GO TO **S7_R-AX.**

IF LANDLINE:

IF S6=1 GO TO S6_1.

IF S6>1 READ: Can you tell me about the adults in your household? Let's start with you→ GO TO S6_R.

S6_1 Are you the person in your household who worked for pay or profit in the last 30 days? [SOURCE: NEW]

       1.   YES   [GO TO INFORMEDCONSENT]

       2.   NO   [GO TO PROGRAMMING NOTE BELOW]

       8.   DK (VOL)   [GO TO THANK03]   [SOFT REFUSAL]

       9.   REF (VOL)   [GO TO THANK03]   [SOFT REFUSAL]

LANDLINE ONLY: SET QUALIFIED LEVEL 1 if S6_1=1

IF S6_1=2 READ: Can you tell me about the adult in your household? Let's start with you→ GO TO S6_R.

[SOURCE: NEW]

	R	A1	A2	A3 (…AX)
S6_R-AX What is [your/the second/third/fourth adult]'s first name or initials?				
S7_R-AX IN THE LAST THIRTY DAYS [have you / has A1-X] worked for pay or profit? Include any job from which (you were/A1-X was) temporarily absent. [PROGRAMMING NOTE: IF CELL, ALWAYS FILL WITH "have you" and "you were"] [IF NECESSARY: BY THIRTY DAYS, I mean the days beginning on [interview date minus thirty, in day, month, date, year format], and ending [TODAY]]	YES (1) NO (2) DK (8) REF (9)	YES (1) NO (2) DK (7) REF (9)	YES (1) NO (2) DK (7) REF (9)	YES (1) NO (2) DK (7) REF (9)

IF LANDLINE:

      IF S6_AX = DK/REF FOR 2ND-11TH ADULT, REFER TO BY "second adult/third adult/etc."

      CREATE VARIABLE FOR ELIGIBLE. ELIGIBLE= S7_R-AX=1.

      IF S7_R-AX > 1, CODE INELIGIBLE AND LOOP BACK TO S6_AX FOR NEXT ADULT HH MEMBER

      IF S7_R-AX = 1 CODE AS ELIGIBLE AND LOOP BACK TO S6_AX FOR NEXT ADULT HH MEMBER

      IF S5=1 and S7_R=2,8, or 9, go to THANK03.

IF CELL:

      IF S7_R-AX=1, GO TO INFORMED CONSENT. SET QUALIFIED LEVEL 1.

      IF S7_R-AX<>1, GO TO THANK03.

SHHNUM   Just to confirm, there [is/are] a total of [FILL ELIGIBLE] adult household member(s) who worked for pay or profit in the last 30 days. Is that correct? [IF NECESSARY: This includes household members who were temporarily absent from a job(s) in the last 30 days.] [SOURCE: NEW]

      1.   NUMBER OF HH MEMBERS IN MATRIX CORRECT

      2.   NUMBER OF HH MEMBERS IS INCORRECT   [RETURN TO S5)]

PROGRAMMING NOTE: If ELIGIBLE= 2 (ineligible) and SHHNUM=1, go to THANK03.

READMSG [READ THE FOLLOWING MESSAGE INTO THE ANSWERING MACHINE:]

This is [INTERVIEWER] calling for a study that is being conducted by Abt Associates. We are conducting this study to learn more about American work experiences and benefits and your opinions are important. Your phone number was randomly selected and we want to assure you that your responses to our survey will be kept private. We hope that you will participate in this study, and we will call back within the next day or two. Thank you. [SOURCE: NEW]

RESPONDENT SELECTION:

IF 1 HH MEMBER IS ELIGIBLE, THAT PERSON IS THE RESPONDENT. GO TO SELECT2.

IF 2 HH MEMBERS ARE ELIGIBLE, INCLUDING THE PERSON ON PHONE, THEN RANDOMLY SELECT ONE AS THE RESPONDENT. GO TO SELECT2.

IF 2 HH MEMBER ARE ELIGIBLE, **NOT** INCLUDING THE PERSON ON THE PHONE, THEN ASK SELECT1.
IF 3 OR MORE HH MEMBERS ARE ELIGIBLE, THEN ASK SELECT1.

PROGRAMMING NOTE: RANDOMLY INSERT "most recent" OR "next" TO SELECT1.

SELECT1   Of the following household members, who had the [most recent/next] birthday?

[LIST ELIGIBLE HH MEMBERS]

1. R

2. A1

3. A2

4. A3 [PROGRAMMER: CONTINUE LISTING AS NECESSARY]

8. DK   [GO TO THANK02] [SOFT REFUSAL]

9. REF [GO TO THANK02] [SOFT REFUSAL]

PROGRAMMER NOTE: INSERT RESPONDENT BASED ON RESPONDENT SELECTION OR SELECT1. IF S5=1 AND S7_R=1, INSERT "THE PERSON ON THE PHONE". IF SELECT1=DK/REF THEN THANK AND END.

SELECT2   INTERVIEWER DO NOT READ: THE RESPONDENT IS [INSERT]. IS R ON THE PHONE NOW OR IS R SOMEONE ELSE?

1. RESPONDENT IS PERSON ON THE PHONE NOW   [GO TO INFORMED CONSENT]

2. RESPONDENT IS SOMEONE ELSE   [GO TO HANDOFF1]

LANDLINE: SET QUALIFIED LEVEL 1 IF SELECT2=1

HANDOFF1   [SELECT2] has been selected as the respondent for this survey. May I please speak to [FILL S6_AX] for the rest of the interview? [SOURCE: FMLA SURVEY]

     1.   YES/PHONE HANDED OFF   [GO TO INTRO3]

     2.   NOT AVAILABLE   [SCHEDULE CALLBACK]

     3.   ALTERNATE NUMBER PROVIDED   [UPDATE NUMBER]

     8.   DK (VOL)   [GO TO THANK02] [SOFT REFUSAL]

     9.   REF (VOL)   [GO TO THANK02] [SOFT REFUSAL]

PROGRAMMING NOTE: IF HANDOFF1=3 THEN ASK HANDOFF1A.

HANDOFF1A   Is that a landline or cell phone number?

     1.   LAND   [SCHEDULE CALLBACK]

     2.   CELL   [SCHEDULE CALLBACK]

INTRO3   Hello, my name is [INTERVIEWER] and I'm calling on behalf of Abt Associates. We are conducting a national study on American work experiences and benefits. Results from this survey will be used by the U.S. Department of Labor to improve policies and benefits for American workers. Information from the survey will help the Department's efforts to promote fair hiring practices, and access to critical workplace benefits, opportunities and protections. Your answers will remain private and your personal information will not be shared with the U.S. Department of Labor. [SOURCE: NEW]

     1.   CONTINUE TO A1

A1 Can you please confirm that in the last THIRTY DAYS you worked for pay or profit? [IF NECESSARY: This includes any job from which you were temporarily absent.] [SOURCE: NEW]

1. YES   [GO TO INFORMED CONSENT]

2. NO   [GO TO THANK03 - SCREENOUT]

8. DK (VOL)   [GO TO S5]

9. REF (VOL)   [GO TO S5]

LANDLINE: SET QUALIFIED LEVEL 1 IF A1=1

PROGRAMMING NOTE: IF R ANSWERS DK/REF TO QA1, RE-SCREEN TO CONFIRM WORK STATUS. IF THE SAME R COMES BACK TO QA1 AND ANSWERS DK/REF A SECOND TIME, GO TO THANK03]

TERMINATIONS

THANK01   Thank you very much, but we are only interviewing in households with members who are 18 and over. [SOURCE: FMLA SURVEY]

THANK02   Thank you very much for the information. These are all the questions I have at this time. [SOURCE: FMLA SURVEY]

THANK03   Thank you very much, but we are only interviewing people who have worked in the last THIRTY DAYS. These are all the questions I have at this time. [SOURCE: NEW]

INFORMED CONSENT

[LANDLINE RESPONDENTS:] Your individual answers will remain private and will be combined with responses from about 10,000 people who are also participating in the study. Study results

will be used by the U.S. Department of Labor and researchers to learn what workers know about their employment situation, so your opinions are important.

Your participation is voluntary and all information you provide will be kept private. We will not provide information that identifies you to anyone outside the study team, except as required by law. If we should come to any question you don't understand or don't want to answer, I'll try to clarify or we can move on to the next question. The survey should take about 15 minutes to complete.

[CELL RESPONDENTS:] Your individual answers will remain private and will be combined with responses from about 10,000 people who are also participating in the study. Study results will be used by the U.S. Department of Labor and researchers to learn what workers know about their employment situation, so your opinions are important.

Your participation is voluntary and all information you provide will be kept private. We will not provide information that identifies you to anyone outside the study team, except as required by law. If we should come to any question you don't understand or don't want to answer, I'll try to clarify or we can move on to the next question. The survey should take about 15 minutes to complete.

In appreciation of your time, we will pay you $10. So that we can mail you your check, at the end of the survey we will ask for your name and address. Your name and address will not be associated with your survey responses.

QGENDER   (DO NOT READ) [IF NECESSARY: I know this may sound awkward, but I have to ask: What is your gender?]] [SOURCE: NEW]

1. MALE

2. FEMALE

9. DK

TIMESTAMP 2

B. **DETERMINE MAIN JOB** (ALL RESPONDENTS GET QJOBS, QMAINJOB, QMAINJOB_2C, QTEMPSTAFF, QMAIN, QMAINJOB_3, QSTATE)

QMAIN_INTRO   For the remainder of the interview, we'll be talking about the work you did in the LAST THIRTY DAYS. [IF R WAS TEMPORARILY AWAY FROM WORK: Since you were temporarily away for the last 30 days, we'll be talking about the work you did BEFORE you were temporarily away.]

QJOBS   In the LAST THIRTY DAYS, did you have more than one job [or business], including part-time, evening or weekend work? That is, were you PAID BY more than one job [or business]? [SOURCE*:* Adapted from American Time Use Survey, Working Without Laws]

1.   YES

2.   NO

8.   DK (VOL)

9.   REF (VOL)

PROGRAMMING NOTE: IF QJOBS=1 ASK QCONFMJ ELSE GO TO QMAINJOB

QCONFMJ   How many jobs paid you in the last thirty days? [SOURCE: NEW]

_____[RANGE 2-40]
[IF 1 THEN BACK UP AND CHANGE QJOBS TO 2 (NO)]
98. DK (VOL)
99. REF (VOL)

QCONFMJ_2   Please list the [INSERT NUMBER FROM QCONFMJ] jobs that paid you in the last 30 days. You can give me a nickname for each job. For this question, each job is defined by the clients, customers, or employers who have paid you. [SOURCE: Adapted from Working Without Laws]

[RECORD VERBATIM]

QMAINJOB   How many hours per week do you USUALLY work at your MAIN job? [IF QJOBS= 1 THEN DISPLAY: By main job we mean the one at which you usually work the most hours.] [IF NECESSARY: For the purposes of this study please consider your job by payment received.] [SOURCE: American Time Use Survey]

_____ [Enter number] 0-200 hours [GO TO QMAINJOB_2]

996. Hours vary week to week

997. Hours same for all jobs

998. DK (VOL)

999. REF (VOL)

PROGRAMMING NOTE: IF QMAINJOB=996-999 ASK QJOBHOURS, ELSE GO TO
PROGRAMMING NOTE BEFORE QMAINJOB_2

QJOBHOURS Do you USUALLY work 35 hours or more per week at your MAIN
job? [IF NECESSARY: By main job we mean the one at which you
usually work the most hours.] [SOURCE: American Time Use
Survey]

1. YES

2. NO

8. DK (VOL)

9. REF (VOL)

PROGRAMMING NOTE: IF QJOBS=1 AND QMAINJOB=997 THEN SKIP TO QMAINJOB_2A, ELSE
ASK QMAINJOB_2.

QMAINJOB_2 Throughout the rest of the survey, please consider this your MAIN
job, that is, the job where you USUALLY work the most hours. [GO
TO QTEMPSTAFF]

QMAINJOB_2A At which job have you worked the longest? [SOURCE: NEW]

1. R SELECTS ONE [GO TO QMAINJOB_2A1]

2. WORKED SAME LENGTH OF TIME AT ALL [GO TO
QMAINJOB_2B]

QMAINJOB_2A1 Throughout the rest of the survey, please
consider this your MAIN job, that is, the job
where you have worked the longest. [GO TO
QTEMPSTAFF]

QMAINJOB_2B   Please select any one of these jobs as your main job.
                   [GO TO QMAINJOB_2B1]

>   QMAINJOB_2B1   Throughout the rest of the survey, please
>   consider this your MAIN job. [GO TO
>   QTEMPSTAFF]

QTEMPSTAFF   At your main job do you work for a temporary or staffing agency?
                 [SOURCE: NEW]

1.   YES
2.   NO
8.   DK (VOL)
9.   REF (VOL)

QMAIN   Please give me a nickname for your main job, that is the employer or
             client, so I can refer to it throughout the rest of the survey. [SOURCE:
             Adapted From Working Without Laws (MAIN EMPLOYER)] [IF
             QTEMPSTAFF=1 THEN DISPLAY: Please refer to your work with the
             temporary or staffing agency and not your current placement.]

             [RECORD VERBATIM]

QMAINJOB_3   In what year did you begin this job? [IF NECESSARY: Please think about your
             [QMAIN] job.] [SOURCE: NEW]

                        [RANGE: 1900-2015; 9998-9999]

             9998.   DK (VOL)
             9999.   REF (VOL)

QSTATE   In what state is your job? [IF NECESSARY: Please think about your [QMAIN] job.]
             [SOURCE: NEW]

             [PROGRAMMING: LIST STATES]

TIMESTAMP 3

PART II. JOB DESCRIPTION

A. EMPLOYER SELF-REPORT (ALL RESPONDENTS GET QEMPLOYER, QJOBFIND, QREQUIRE)

*QEMPLOYER At your [QMAIN] job, are you employed by government, by a private company, a nonprofit organization, or are you self-employed? [SOURCE: Adapted from CPS]

> 1. Government
> 2. Private-for-profit company
> 3. Non-profit organization including tax exempt and charitable organizations
> 4. Self-employed [IWER NOTE: INCLUDES INDEPENDENT CONTRACTOR, INDEPENDENT CONSULTANT, FREELANCE WORKER, OR "OWN MY OWN BUSINESS"]
> 5. OTHER (VOL)
> 8. DK (VOL)
> 9. REF (VOL)

> PROGRAMMING NOTE: IF QEMPLOYER= 2 OR 4 THEN ASK QEMP_2, ELSE GO TO PROGRAMMING NOTE BEFORE QSELF_TITLE_1. IF QEMPLOYER=2 THEN DISPLAY "private company."

QEMP_2 Is this [private company] your family business? [IF NECESSARY: A family business is one in which you do unpaid work for the family business or farm, and from which you received no payments or profits from that work.] [SOURCE: Adapted from CPS]

> 1. YES
> 2. NO
> 8. DK (VOL)
> 9. REF (VOL)

> PROGRAMMING NOTE: IF QEMPLOYER= 4, 5, 8, OR 9 THEN ASK QSELF_TITLE_1 ELSE GO TO QEMPLOYEE

*QSELF_TITLE_1 In the last 30 days did you work in your [QMAIN] job as an independent contractor, independent consultant, free-lance worker, or something else? [SOURCE: Adapted from CWS, 2005]

1. Independent contractor
2. Independent consultant
3. Free-lance worker
4. Something else (SPECIFY)
8. DK (VOL)
9. REF (VOL)

PROGRAMMING NOTE: IF QSELF_TITLE_1= 4, 8, OR 9 ASK
QSELF_TITLE_2 ELSE GO TO QSELF_NUM.

*QSELF_TITLE_2   Do you usually refer to your work at your [QMAIN] job as…?
[SOURCE: Adapted from Canadian Self-Employment Survey]

1. Your business?
2. Your (professional) practice?
3. Your self-employment?
4. Your client?
5. Your job?
6. Something else? (SPECIFY)
8. DK (VOL)
9. REF (VOL)

PROGRAMMING NOTE: IF QSELF_TITLE_2=1, 2, 3, OR 4 OR IF
QSELF_TITLE_1=1, 2, OR 3 THEN ASK QSELF_NUM ELSE GO TO
PROGRAMMING NOTE BEFORE QEMPLOYEE.

QSELF_NUM   How many different people or companies have paid you
in the last 30 days in your [QMAIN] job? [SOURCE: NEW]

_____[RANGE 1-99; 998-999; 998=DK, 999=REF]

*QCORP_1   Are you/is your business incorporated? [SOURCE: Adapted from
CPS]

1. YES
2. NO

8. DK (VOL)

9. REF (VOL)

QCORP_2   Is your business…? [SOURCE: NEW]

a. an LLC (IF NECESSARY: limited liability company)?
b. a partnership?
c. a franchise?
d. a sole proprietorship?

1. YES
2. NO
8. DK (VOL)
9. REF (VOL)

QCORP_3   Are you/is your business registered or licensed with the state? [SOURCE: NEW]

1. YES
2. NO
8. DK (VOL)
9. REF (VOL)

QCHANGE_NE   Were you treated as an employee in this job prior to the time you became [INSERT]? [SOURCE: NEW]
[INSERT "a/an [QSELF_TITLE_1]"; IF QSELF_TITLE_1=DK/REF, INSERT "self-employed"]

1.   YES
2.   NO
8.   DK (VOL)
9.   REF (VOL)

PROGRAMMING NOTE: IF QCHANGE_NE=1, ASK QCHANGE_NE2, ELSE GO TO PROGRAMMING NOTE BEFORE QEMPLOYEE.

QCHANGE_NE2   In what year did you become self-employed in the work you do for your [QMAIN] job? [SOURCE: NEW]

_____[RANGE: YEAR GIVEN AT
QMAINJOB_3-9999]

9997.   IMMEDIATELY (VOL)
9998.   DK (VOL)
9999.   REF (VOL)

PROGRAMMING NOTE: ASK QEMPLOYEE
IF QEMPLOYER=1, 2, OR 3,
IF QSELF_TITLE_2=5, 6, 8, OR 9, OR
IF QEMPLOYER=4 (SE) AND QCORP_1=1 (INCORPORATED),
ELSE GO TO PROGRAMMING NOTE BEFORE QCERTAIN_NE.

---

*QEMPLOYEE   At your [QMAIN] job, are you an employee? [SOURCE: NEW]

1.   YES
2.   NO
8.   NOT SURE/DON'T KNOW
9.   REF (VOL)

PROGRAMMING NOTE: IF QEMPLOYEE=1 GO TO QCHANGE_EE. IF
QEMPLOYEE=2, 8, OR 9, GO TO PROGRAMMING NOTE BEFORE
QCERTAIN_NE.

QCHANGE_EE   While working on this job, have you always been an
employee? [SOURCE: NEW]

1.   YES
2.   NO
8.   DK (VOL)
9.   REF (VOL)

PROGRAMMING NOTE:
IF QEMPLOYER=1, 2, OR 3 AND QEMPLOYEE=1, GO TO QCERTAIN_EE.
IF QEMPLOYER=1, 2, OR 3 AND QEMPLOYEE=2, 8, OR 9, GO TO QCONT_1.
IF QEMPLOYER=4 AND QEMPLOYEE=1, GO TO QCERTAIN_EE.
IF QEMPLOYER=4 AND QEMPLOYEE=2, 8, OR 9, ASK QCERTAIN_NE.
IF QEMPLOYER=4 AND QEMPLOYEE=SKIPPED (AFTER QCHANGE_SE3),
ASK QCERTAIN_NE.

IF QEMPLOYER=5, 8, OR 9, AND QEMPLOYEE=2, 8, OR 9, GO TO QCONT_1.
IF QEMPLOYER=5, 8, or 9 and QEMPLOYEE=1, GO TO QCERTAIN_EE.
IF QEMPLOYER=5, 8, OR 9 AND QEMPLOYEE=SKIPPED, ASK QCERTAIN_NE.

*QCERTAIN_NE   How certain are you that you are SELF EMPLOYED on your [QMAIN] job and not an employee of the company or clients for whom you work? [SOURCE: NEW]

1.   Very certain
2.   Somewhat certain
3.   Not too certain
4.   Not at all certain
8.   DK (VOL)
9.   REF (VOL)

GO TO QCONT_1

*QCERTAIN_EE   How certain are you that you are an EMPLOYEE on your [QMAIN] job and not another type of worker such as an independent contractor, or temporary worker? [SOURCE: NEW]

1.   Very certain
2.   Somewhat certain
3.   Not too certain
4.   Not at all certain
8.   DK (VOL)
9.   REF (VOL)

PROGRAMMING NOTE: IF QEMPLOYEE=2, 8, 9, OR SKIPPED (AFTER QCHANGE_NE3), ASK QCONT_1 ELSE GO TO QJOBFIND

QCONT_1   Some companies provide employees or their services to other companies or clients under contract. A few examples of services that can be contracted out include security, landscaping, or computer programming. Did you work for a company that contracts out you or your services in the last THIRTY DAYS? [SOURCE: Contingent and Alternative Employment Arrangements, 2005]

1. YES
2. NO
8. DK (VOL)
9. REF (VOL)

QJOBFIND   Did you use any type of agency to help you obtain your [QMAIN] job? [SOURCE: NEW]

1. YES
2. NO
8. DK (VOL)
9. REF (VOL)

PROGRAMMING NOTE: IF QJOBFIND=1, 8, OR 9 ASK QAGENCY ELSE GO TO QREQUIRE

QAGENCY   What type of agency helped you obtain your [QMAIN] job? [SELECT ONE RESPONSE.]

1. Temporary agency
2. Employee staffing organization
3. Employment agency
4. Labor broker
5. City or county job placement agency
6. Service referral agency or registry
7. Client-matching service
8. Other, specify_____
98. DK (VOL)
99. REF (VOL)

PROGRAMMING NOTE: IF QAGENCY=ANY 1-8 ASK QREFER AND INSERT QAGENCY, ELSE GO TO QREQUIRE

QREFER   How did you learn about the [QAGENCY] that helped you obtain this job? [IF NECESSARY: Please think about your [QMAIN] job.] [SOURCE: NEW]

1. Employer sent you there to apply for work
2. Through a personal referral (friend/family)
3. Through an advertisement
4. Some other way (SPECIFY)
8. DK (VOL)
9. REF (VOL)

QREQUIRE   To work at your [QMAIN] job, were you REQUIRED to…? [SOURCE: Adapted from WORKERS WITHOUT LAWS]

    a. Sign a contract, form or other legal document
    b. Create your own business or LLC

    1. YES
    2. NO
    8. DK (VOL)
    9. REF (VOL)

PROGRAMMING NOTE: IF QREQUIRE_A=1 ASK QSIGN_SP ELSE GO TO QIND_INTRO

QSIGN_SP   What type(s) of contract, form, or other legal document did you sign? (SELECT ALL THAT APPLY) [SOURCE: NEW]

    a. Tax withholding forms
    b. Partnership agreement
    c. Franchise agreement
    d. Employment contract
    e. Independent contractor agreement
    f. Something else _____

    1. YES
    2. NO
    8. DK (VOL)
    9. REF (VOL)

PROGRAMMING NOTE: IF ALL QSIGN_SP_A-F=2 THEN CHANGE QREQUIRE_A=2.

TIMESTAMP 4

B. INDUSTRY (ALL RESPONDENTS)

QIND_INTRO.   Now I have some questions about the type of work you do.

QINDUSTRY   What kind of business or industry is this? [IF NECESSARY: What do they make or do where you work? For example: hospital, newspaper publishing, mail order house, auto engine manufacturing, bank]? [IF NECESSARY: Please think about your [QMAIN] job.]
[SOURCE: CPS, ACS]

[INTERVIEWER: RECORD VERBATIM AND ALSO APPLY A CODE]

QINDUSTRY_VERBATIM.

[RECORD VERBATIM
RESPONSE]**QINDUSTRY_CODE.**

1.   AGRICULTURE, FORESTRY, FISHING, AND HUNTING
2.   MINING, QUARRYING, AND OIL AND GAS EXTRACTION
3.   CONSTRUCTION
4.   MANUFACTURING
5.   WHOLESALE AND RETAIL TRADE
6.   UTILITIES (ELECTRIC POWER, GAS, WATER, SEWAGE)
7.   TRUCK TRANSPORTATION
8.   TAXI AND LIMOUSINE SERVICE
9.   COURIERS AND MESSENGERS
10.   OTHER TRANSPORTATION
11.   INFORMATION (TELECOMMUNICATIONS, INTERNET, PHONE, CABLE, SOFTWARE/MEDIA PUBLISHING)
12.   FINANCIAL ACTIVITIES (BANKING, INSURANCE, REAL ESTATE)
13.   PROFESSIONAL AND TECHNICAL SERVICES (LEGAL, ACCOUNTING, CONSULTING, SCIENTIFIC RESEARCH, ADVERTISING, VETERINARY, DESIGN)
14.   SERVICES TO BUILDINGS AND DWELLINGS (CLEANING, JANITORIAL)
15.   LANDSCAPING SERVICES
16. OTHER MANAGEMENT, ADMINISTRATIVE, AND WASTE SERVICES (EMPLOYMENT SERVICES, TRAVEL AGENCIES, SECURITY, BUSINESS SUPPORT)
17. HOME HEALTH CARE SERVICES
18. CHILD DAY CARE SERVICES
19. OTHER EDUCATION AND HEALTH SERVICES
20. ARTS, ENTERTAINMENT, AND RECREATION
21. TRAVELER ACCOMMODATION (HOTEL)
22. RESTAURANTS AND OTHER FOOD SERVICES
23. DRINKING PLACES, ALCOHOLIC BEVERAGES
24. BEAUTY SALONS
25. NAIL SALONS AND OTHER PERSONAL CARE SERVICES
26. DRYCLEANING AND LAUNDRY SERVICES

27. OTHER SERVICES (REPAIR AND MAINTENANCE, RELIGIOUS ORGANIZATIONS, PRIVATE HOUSEHOLDS)
28. PUBLIC ADMINISTRATION (JUSTICE, PUBLIC ORDER, GOVERNMENT SUPPORT, COMMUNITY DEVELOPMENT)
29. OTHER
30. DK
31. REF

TIMESTAMP 5

C. OCCUPATION (ALL RESPONDENTS GET QOCCUP, QDUTIES, QFIRMSIZE)

QOCCUP   What kind of work do you do, that is, what is your occupation? [IF NECESSARY: For example, home health aide, information technology worker, security guard, janitor, or salesperson.] [IF NECESSARY: What was your job title?] ? [IF NECESSARY: Please think about your [QMAIN] job.] [SOURCE: Adapted from CPS]

[INTERVIEWER: RECORD VERBATIM AND ALSO APPLY A CODE]

QOOCUP_VERBATIM.

[RECORD VERBATIM RESPONSE]

QOCCUP_CODE.

1.   MANAGEMENT OCCUPATIONS
2.   BUSINESS AND FINANCIAL OPERATIONS OCCUPATIONS
3.   COMPUTER AND MATHEMATICAL OCCUPATIONS
4.   ARCHITECTURE AND ENGINEERING OCCUPATIONS
5.   LIFE, PHYSICAL, AND SOCIAL SCIENCE OCCUPATIONS
6.   COMMUNITY AND SOCIAL SERVICE OCCUPATIONS
7.   LEGAL OCCUPATIONS
8.   EDUCATION, TRAINING, AND LIBRARY OCCUPATIONS
9.   ARTS, DESIGN, ENTERTAINMENT, SPORTS, AND MEDIA OCCUPATIONS
10.   HEALTHCARE PRACTITIONERS AND TECHNICAL OCCUPATIONS
11.   HEALTHCARE SUPPORT OCCUPATIONS
12.   PROTECTIVE SERVICE OCCUPATIONS
13.   FOOD PREPARATION AND SERVING RELATED OCCUPATIONS
14.   BUILDING AND GROUNDS CLEANING AND MAINTENANCE OCCUPATIONS
15.   PERSONAL CARE AND SERVICE OCCUPATIONS
16.   SALES AND RELATED OCCUPATIONS

17. OFFICE AND ADMINISTRATIVE SUPPORT OCCUPATIONS
18. FARMING, FISHING, AND FORESTRY OCCUPATIONS
19. CONSTRUCTION AND EXTRACTION OCCUPATIONS
20. INSTALLATION, MAINTENANCE, AND REPAIR OCCUPATIONS
21. PRODUCTION OCCUPATIONS
22. TRANSPORTATION AND MATERIAL MOVING OCCUPATIONS
23. MILITARY SPECIFIC OCCUPATIONS
24. OTHER
25. DK
26. Refused

QDUTIES   What are your usual activities or duties at this job? (INTERVIEWER NOTE – DO NOT READ TO RESPONDENT: for example, keeps account books, work on the internet, files, sells cars, operates printing press, lays brick.)? [IF NECESSARY: Please think about your [QMAIN] job.] [SOURCE: Adapted from CPS]

[RECORD VERBATIM]

QFIRMSIZE   Counting ALL LOCATIONS where your employer/you operate(s), what is the total number of persons who work for your employer/you including yourself? [Source: Adapted from CPS March Supplement]

_____ [RANGE=1-99,997, 99,998=DK, 99,999=REF]

[IF QFIRMSIZE=99,998 OR 99,999, THEN READ CATEGORIES]

QFIRMSIZE_CAT.

Would you estimate…

1. 1 Worker
2. 2-4 Workers
3. 5-9
4. 10-19
5. 20-49
6. 50-99
7. 100-249
8. 250-499
9. 500 or more
98. DK (VOL)
99. REF (VOL)

TIMESTAMP 6

D. **PERMANENCE** (ALL RESPONDENTS GET QTEMP_1, QONCALL_1, QDAYLABOR)

QTEMP_1   Some jobs are temporary. They last only for a set number of weeks or months or until the completion of a project. Is your [QMAIN] job temporary? [SOURCE: Adapted from Contingent and Alternative Employment Arrangements, 2005]

         1.   YES
         2.   NO
         8.   DK (VOL)
         9.   REF (VOL)

PROGRAMMING NOTE: IF QTEMP_1=2, 8, OR 9 THEN ASK QTEMP_2, ELSE GO TO PROGRAMMING NOTE BEFORE QTEMP_1A

QTEMP_2   Provided the economy does not change and your job performance is adequate, can you continue to work in your current job as long as you wish? [IF NECESSARY: Please think about your [QMAIN] job.] [SOURCE: Adapted from Contingent and Alternative Employment Arrangements, 2005]

         1.   YES
         2.   NO
         8.   DK (VOL)
         9.   REF (VOL)

PROGRAMMING NOTE: IF QTEMP_1=1 OR IF QTEMP_2=2, 8, OR 9 THEN ASK QTEMP_1A, ELSE GO TO QONCALL_1

QTEMP_1A   Are you working only until a specific project is completed? [SOURCE: Contingent and Alternative Employment Arrangements, 2005]

         1.   YES [GO TO QONCALL_1]
         2.   NO
         8.   DK (VOL)
         9.   REF (VOL)

QTEMP_1B   Were you hired for a fixed period of time? [SOURCE: Contingent and Alternative Employment Arrangements, 2005]

1.   YES [GO TO QONCALL_1]
2.   NO
8.   DK (VOL)
9.   REF (VOL)

QTEMP_1C   Is your [QMAIN] job SEASONAL or YEAR-ROUND? [SOURCE: Adapted from Contingent and Alternative Employment Arrangements, 2005]

1.   Seasonal
2.   Year-round
8.   DK (VOL)
9.   REF (VOL)

QONCALL_1   Some people are in a pool of workers who are ONLY called to work as needed, although they can be scheduled to work for several days or weeks in a row, for example substitute teachers, information technology workers, and construction workers supplied by a union hiring hall. These people are sometimes referred to as ON-CALL workers. Were you an ON-CALL worker in the last THIRTY DAYS? [IF NECESSARY: Please think about your [QMAIN] job.] [SOURCE: Adapted from Contingent and Alternative Employment Arrangements, 2005]

1.   YES

2.   NO

8.   DK (VOL)

9.   REF (VOL)

PROGRAMMING NOTE: IF QONCALL_1=1 THEN ASK QONCALL_2
ELSE GO TO QDAYLABOR

QONCALL_2   Some ON-CALL workers have regularly scheduled hours, but IN ADDITION must work when called (for example, doctors, nurses, and managers). Other ON-CALL workers work ONLY when called (for example, substitute teachers, information technology workers). Which type of ON-CALL worker are you? [IF NECESSARY: Please think about your [QMAIN] job.] [SOURCE:

Adapted from Contingent and Alternative Employment Arrangements, 2005]

    1. Work regular hours, but must be available
    2. Only work when called
    3. Other (Specify)
    8. DK (VOL)
    9. REF (VOL)

QDAYLABOR   Some people get work by waiting at a place where employers pick up people to work for a day. These people are sometimes called DAY LABORERS. Were you a DAY LABORER in the last THIRTY DAYS? [IF NECESSARY: Please think about your [QMAIN] job.] [SOURCE: Contingent and Alternative Employment Arrangements, 2005]

    1. YES
    2. NO
    8. DK (VOL)
    9. REF (VOL)

TIMESTAMP 7

E. PAY (ALL RESPONDENTS GET ERNP, QWAGE, QWAGECON, ERNUOT, QPAY_4, QPAYSTUB, QDEADANY, QDOCUMENT)

ERNP   Now I have some questions about your earnings.

ERNUOT   Do you usually receive overtime pay, tips, or commissions at your [QMAIN] job? [SOURCE: CPS]

    1. YES
    2. NO
    8. DK (VOL)
    9. REF (VOL)

QWAGE   In the past 12 months, what was the TOTAL amount you received in wages, salary, commissions, bonuses, or tips on your [QMAIN] job, before taxes or other deductions?

ENTER DOLLAR AMOUNT. DO NOT ENTER CENTS. IF R GIVES CENTS, ROUND TO
NEAREST DOLLAR.
[RANGE=1-9,999,999; 8=DK; 9=REF]

QWAGECON   INTERVIEWER: CONFIRM AMOUNT

[DISPLAY AMOUNG FROM QWAGE]

1. Confirmed
2. Go back and correct the value

PROGRAMMING NOTE: GO TO QPAY4

---

*QPAY_4   Please tell me how you usually RECEIVE your pay from your [QMAIN] job.
[SOURCE: New]

1. By company/corporate check

2. By personal check

3. In cash

4. ATM/Debit card

5. Direct deposit

6. Some other way (SPECIFY)

7. BY CHECK (NOT SPECIFIED) (VOL) [IWER: PROBE FOR
    COMPANY/CORPORATE (CODE AS 1) OR PERSONAL (CODE
    AS 2)]

8. DK (VOL)

9. REF (VOL)

*QPAYSTUB   Do you receive or have access to a pay stub or any document listing your pay
and any deductions? [SOURCE: Adapted from Working Without Laws]

1.   YES
2.   NO
8.   DK (VOL)
9.   REF (VOL)

QDEDSPEC Please tell me if each of the following items is deducted from your pay: [SOURCE: NEW]

1. Taxes (federal, state, local)
2. Social security and Medicare taxes also known as FICA
3. Health insurance like medical, dental, vision, or disability
4. Retirement plans like 401k, 403b, or other investment or savings plans
5. Tools, uniforms, or equipment
6. Anything else I did not already ask about? (SPECIFY)

1. YES
2. NO
8. DK (VOL)
9. REF (VOL)

PROGRAMMING NOTE: IF ALL QDEDSPEC_1-6=2 OR 98 THEN ASK QDEDCONF, ELSE SKIP TO QDOCUMENT

*QDEDCONF Just to confirm, you told me that at your [QMAIN] job, you have no deductions from your pay (ever). Is that correct? [SOURCE: NEW]

1. Yes, correct, no deductions
2. No [GO BACK TO QDEDSPEC]
8. DK (VOL)
9. REF (VOL)

QDOCUMENT. Now I am going to ask you about the tax forms you get at your [QMAIN] job.

[IF QMAINJOB_3<2015, DISPLAY " Did"; IF QMAINJOB_3=2015, DISPLAY "Will"]

[FOR a, c, e and f, display: [Did/Will] you receive a…?]

[FOR b and d, display: [Did/Will] you complete a…?]

[SOURCE: NEW]

a. W-2	1. YES 2. NO 7. I DON'T KNOW WHAT THAT FORM IS (VOL) 8. I DON'T KNOW IF I GOT THAT FORM (VOL) 9. REF (VOL)
b. W-4	1. YES 2. NO 7. I DON'T KNOW WHAT THAT FORM IS (VOL) 8. I DON'T KNOW IF I GOT THAT FORM (VOL) 9. REF (VOL)
c. 1099 [IWER CONFIRM: This is only for your JOB, and not for other income earned, such as interest on a bank account.] [IF NEC: A 1099 form is typically is given to an independent contractor as a record of the income received from a particular business. Other versions of the 1099 can be used to report different types of income, such as interest and dividends.]	1. YES 2. NO 7. I DON'T KNOW WHAT THAT FORM IS (VOL) 8. I DON'T KNOW IF I GOT THAT FORM (VOL) 9. REF (VOL)
d. W-9	1. YES 2. NO 7. I DON'T KNOW WHAT THAT FORM IS (VOL) 8. I DON'T KNOW IF I GOT THAT FORM (VOL) 9. REF (VOL)

e. Schedule K-1 [IF NEC: The Schedule K-1 is a tax document issued for an investment in partnership interests. The purpose of the Schedule K-1 is to report your share of the partnership's income, deductions and credits.]	1. YES 2. NO 7. I DON'T KNOW WHAT THAT FORM IS (VOL) 8. I DON'T KNOW IF I GOT THAT FORM (VOL) 9. REF (VOL)
f. Any other tax forms (SPECIFY)	1. YES 2. NO 7. I DON'T KNOW WHAT THAT FORM IS (VOL) 8. I DON'T KNOW IF I GOT THAT FORM (VOL) 9. REF (VOL)

TIMESTAMP 8

PROGRAMMING NOTE: GO TO CRITERIA FOR DETAILED CLASSIFICATION QUESTIONS. GO TO BEHAV_INTRO IF POSSIBLY MISCLASSIFIED, OR KNOW_INTRO IF NOT POSSIBLY MISCLASSIFIED.

CRITERIA FOR DETAILED CLASSIFICATION QUESTIONS (FOR POSSIBLY MISCLASSIFIED WORKERS; AS DEFINED BELOW)

[NOTE: THE FONT IS GREEN HERE, IS IN REFERENCE TO THE SURVEY "MAP" ARROW THAT INDICATES THE CONTINGENCY/PATHWAYS INTO THIS SECTION OF QUESTIONS]

RESPONDENTS WHO MEET THE FOLLOWING CRITERIA FOR "POSSIBLY MISCLASSIFIED" WILL GET THE DETAILED CLASSIFICATION QUESTIONS:

A.   A respondent who reports that s/he is an **employee** and who is paid in cash, does not receive a paystub, has no deductions (no withholding), did not receive a W-2, or received BOTH a W-2 and 1099;

EMPFLAG=1 AND [QPAY_4=3 OR QPAYSTUB>1 OR QDEDCONF=1 OR QDOCUMENT_a>1 OR [QDOCUMENT_a=1 and QDOCUMENT_c=1]]

B.   A respondent who reports being a **non-employee**;

EMPFLAG=2

C.   A respondent who has an **undetermined** worker status by reporting conflicting information regarding his/her employee vs. non-employee status and did not receive a W-2 or received BOTH a W-2 and 1099.

EMPFLAG=3 AND [[QDOCUMENT_a>1] OR [QDOCUMENT_a=1 and QDOCUMENT_c=1]]

To determine employee, non-employee, and undetermined, a new variable, EMPFLAG will be created.

Table 1. EMPFLAG and Work Status	
EMPFLAG	Represents
1	EMPLOYEE
2	NON-EMPLOYEE
3	UNDETERMINED

FOR THE EXHAUSTIVE LIST OF SCENARIOS/COMBINATIONS OF RESPONSES THAT GENERATE EMPFLAG, REFER TO TABLE 2 AT THE END OF THE SURVEY.

IF ANY OF CONDITIONS A-C ARE MET, ASK PART III, ELSE SKIP TO PART IV, KNOWLEDGE.

PART III. DETAILED CLASSIFICATION QUESTIONS

BEHAVE_INTRO   Now I have some questions about your usual activities or duties at this, your [QMAIN] job.

A. BEHAVIORAL CONTROL

QBEHAV1   On your [QMAIN] job, do you report directly to a manager, supervisor, foreman or someone else who regularly directs and controls HOW you do your work? [SOURCE: Adapted from Economic Realities Test]

1. YES
2. NO
8. DK (VOL)
9. REF (VOL)

QBEHAV1_A (On your [QMAIN] job,) Do you determine your own schedule or the hours that you work? [SOURCE: Adapted from Economic Realities Test]

1. YES
2. NO
8. DK (VOL)
9. REF (VOL)

QBEHAV1_B (On your [QMAIN] job,) Do you need approval for your schedule or hours worked? [SOURCE: Adapted from Economic Realities Test]

1. YES
2. NO
8. DK (VOL)
9. REF (VOL)

QBEHAV1_C (On your [QMAIN] job,) Do you need permission to leave your place of work, or can you come and go at will? [SOURCE: Adapted from Economic Realities Test]

1. NEED PERMISSION
2. CAN COME AND GO AT WILL/DO NOT NEED PERMISSION
3. IT DEPENDS
8. DK (VOL)
9. REF (VOL)

PROGRAMMING NOTE: IF QBEHAV1=1, 8 OR 9 ASK QBEHAV2, ELSE GO TO QBEHAV2_A

QBEHAV2 (On your [QMAIN] job,) How often does someone tell you how to perform your usual work activities and duties? [SOURCE: NEW]

1. Multiple times per day
2. Every day/shift
3. Every week
4. 2-3 times per week
5. Less frequently
6. Never
8. DK (VOL)
9. REF (VOL)

PROGRAMMING NOTE: IF QBEHAV2=6 ASK QBEHAV2_1, ELSE GO TO QBEHAV2_A

QBEHAV2_1   (On your [QMAIN] job,) How often COULD someone direct HOW you perform your work duties? [SOURCE: Adapted from Economics Realities Test]

      1.   Multiple times per day
      2.   Every day/shift
      3.   Every week
      4.   2-3 times per week
      5.   Less frequently
      6.   Never
      8.   DK (VOL)
      9.   REF (VOL)

QBEHAV2_A   (On your [QMAIN] job,) Are you required to wear a uniform including any specific type, style, or color of clothing? [IF NECESSARY: A uniform includes clothing associated with a specific employer because of an emblem, logo, or distinctive color, and also may include any specific type and style of clothing that an employer requires its employees to wear at work, such as a tuxedo for a maitre d' or a blazer of a distinctive color for a salesperson.] [SOURCE: NEW]

    1. YES
    2. NO
    8. DK (VOL)
    9. REF (VOL)

QBEHAV3   (On your [QMAIN] job,) Are you required to perform your job duties in a specific location? [SOURCE: NEW]

      1.   Yes, all job duties
      2.   Yes, some duties
      3.   No, not required to perform in a specific location
      8.   DK (VOL)
      9.   REF (VOL)

PROGRAMMING NOTE: IF QBEHAV3=1 OR 2 ASK QBEHAV3A, ELSE GO TO QBEHAV4

QBEHAVE3A   Does the NATURE OF YOUR WORK require that you provide these duties at a specific location? [IF NECESSARY: For example, a theatre actor may work in a

specific location because the play shows in a certain theatre, or a home cleaning service works in a specific location because they clean in a client's home.]

    1.   YES
    2.   NO
    8.   DK (VOL)
    9.   REF (VOL)

QBEHAV4   Is there a job or procedures manual for the duties you perform that tells you HOW to perform the job? [SOURCE: NEW]

    1.   YES
    2.   NO
    8.   DK (VOL)
    9.   REF (VOL)

PROGRAMMING NOTE: IF QBEHAV4=1 ASK QBEHAV4A, ELSE GO TO QBEHAV5_A

QBEHAV4A   How closely would you say you are required to follow the manual? Are you required to follow it very closely, somewhat closely, not very closely, or not at all? Please give me your best estimate. [SOURCE: NEW]

[INTERVIEWER: PROBE FOR BEST ESTIMATE OF Somewhat closely OR Not very closely IF NECESSARY.]

    1.   Very closely
    2.   Somewhat closely
    3.   Not very closely
    4.   Do not follow it at all
    8.   DK (VOL)
    9.   REF (VOL)

QBEHAV5_A   Has your [QMAIN] job provided you with any training? [SOURCE: NEW]

    1.   YES
    2.   NO
    8.   DK (VOL)
    9.   REF (VOL)

QBEHAV5_B   Did you need to have any specialized education or training, apprenticeships, or certification to get your [QMAIN] job? [SOURCE: NEW]

> 1. YES
> 2. NO
> 8. DK (VOL)
> 9. REF (VOL)

TIMESTAMP 9

B. FINANCIAL RELATIONSHIP

QFINAN1   On your [QMAIN] job, how much of your own money do you spend each year, on average, on tools, equipment, computers, or other materials you use for your work? [SOURCE: Adapted from ABC test]

> 1.   More than $10,000
> 2.   Between $1,000 and $10,000
> 3.   Under $1,000, or
> 4.   None (You have not spent money on materials for your work)
> 8.   DK (VOL)
> 9.   REF (VOL)

PROGRAMMING NOTE: IF QFINAN1=1, 2, 8, OR 9 THEN ASK QFINAN1A, ELSE GO TO QFINAN3

QFINAN1A   Are you required to purchase or lease SPECIFIC TOOLS OR EQUIPMENT or do you decide what to buy? [IF NECESSARY: Please think about your [QMAIN] job.] [SOURCE: NEW]

> 1.   Required to buy specific tools or equipment
> 2.   I decide what to buy
> 3.   Both/Depends
> 8.   DK (VOL)
> 9.   REF (VOL)

QFINAN1B   Are you required to purchase or lease tools or equipment FROM A SPECIFIC SOURCE or do you decide where to buy them? [IF NECESSARY: Please think about your [QMAIN] job.] [SOURCE: NEW]

    1.   Required to buy from a specific source
    2.   I decide where to buy
    3.   Both/Depends
    8.   DK (VOL)
    9.   REF (VOL)

QFINAN3   On your [QMAIN] job, have you ever invested your own money where you work to support the day-to-day operations? [IF NECESSARY: Examples include purchasing equipment, renting space, or advertising?] [SOURCE: Adapted from Economic Realities Test]

    1.   YES
    2.   NO
    8.   DK (VOL)
    9.   REF (VOL)

QFINAN4   At your [QMAIN] job, can you … ? [SOURCE: Adapted from Economic Realities Test]

    a. hire additional workers?

    b. change the way the business is run?

    1.   YES
    2.   NO
    3.   IT DEPENDS
    8.   DK (VOL)
    9.   REF (VOL)

QFINAN5   [IF QEMPLOYER=1 OR 3 THEN INSERT "organization" ELSE INSERT "company"] In the event that the [INSERT] where you work loses money, would you continue to earn your wage for the work you perform? [SOURCE: Adapted from ABC test]

    1.   YES
    2.   NO
    8.   DK (VOL)
    9.   REF (VOL)

TIMESTAMP 10

C. EMPLOYMENT RELATIONSHIP

QRELATE1   Besides your main job, do you perform similar paid work for others [IF NECESSARY: other companies or businesses]? [SOURCE: Adapted from SS-8 IRS]

1.   YES
2.   NO
8.   DK (VOL)
9.   REF (VOL)

PROGRAMMING NOTE: IF QRELAT1=1, ASK QRELAT2, ELSE GO TO QRELAT3

QRELATE2   Are you required to get approval from your [QMAIN] job in order to provide these duties and activities for others? [SOURCE: Adapted from SS-8 IRS]

1.   YES
2.   NO
8.   DK (VOL)
9.   REF (VOL)

QRELATE3   Do you use your own funds to advertise your services, with a website, flyers, newspapers, business cards or any other way? [SOURCE: Adapted from SS-8 IRS]

3.   YES
4.   NO
8.   DK (VOL)
9.   REF (VOL)

PROGRAMMING NOTE: ASK QINTEGRAL AND QINTEGRAL2 ONLY IF EMPFLAG=2 OR 3, ELSE GO TO KNOW_INTRO

QINTEGRAL   Are the duties you perform on your [QMAIN] job a part of the regular services or operations of the company where you work? [IF NECESSARY: Is the work you do the same as the work the company does for its customers?] [SOURCE: Adapted from ABC Test]

1.   YES
2.   NO

8.   DK (VOL)

9.   REF (VOL)

QINTEGRAL2   You have indicated that you are either NOT an EMPLOYEE or NOT SURE if you are an EMPLOYEE. Are there any workers at your [QMAIN] job who are called "employees" and perform the same work duties that you do? [IF NECESSARY: Please provide your best estimate.] [INTERVIEWER: EMPHASIZE "EMPLOYEES"] [SOURCE: Adapted from Economic Realities Test]

1. Yes, there are employees performing your same work duties [INTERVIEWER: CONFIRM: These people are "EMPLOYEES"]
2.   No, there are not employees performing your same work duties
3.   Other (SPECIFY)
4.   DOES NOT APPLY TO ME (VOL)
5.   RESPONDENT SAYS S/HE IS AN EMPLOYEE (VOL)
8.   DK (VOL)
9.   REF (VOL)

TIMESTAMP 11

PART IV.   KNOWLEDGE (ALL RESPONDENTS)

KNOW_INTRO   We're interested in finding out how much people know about working for an employer, or being an EMPLOYEE, compared to working for themselves, or being SELF-EMPLOYED. I'm going to ask you a few questions, but if you don't know the answer, that's o.k., you can reply "don't know".

		[PROG NOTE: IF EMPFLAG=2, INSERT "an employee"; IF EMPFLAG=1, INSERT "self-employed"; IF EMPFLAG=3 THEN SKIP AND ASK ALL _C INSTEAD OF _B, FOR QCOVER_MW – QCOVER_OS]	
		_B. Would your [QCOVER] coverage change if you became [self-employed/an employee]?	**_C.** Under what conditions would your [QCOVER] coverage change?
		[INSERT FOR QCOVER:	[INSERT FOR QCOVER:
		MW. minimum wage	MW. minimum wage
		OT. overtime pay	OT. overtime pay
	_A. To your knowledge, is your [QMAIN] job covered by…	UI. unemployment insurance	UI. unemployment insurance
		WC. workers' compensation	WC. workers' compensation
	QCOVER_X? [SOURCE: NEW]	OS. OSHA safety standards]	OS. OSHA safety standards]
			[INTERVIEWER: DO NOT READ RESPONSES]

[PROGRAMMING NOTE: IF QCOVER_MW_B=3 THEN ASK QCOVER_MW_C (ELSE GO TO QCOVER_OT_A). GOING FORWARD ASK _C QUESTIONS INSTEAD OF _B, FOR QCOVER_OT – QCOVER_SK].

			[INTERVIEWER: DO NOT READ RESPONSES]
			$\square_1$ IF YOU BECAME AN EMPLOYEE
			$\square_2$ IF YOU BECAME SELF-EMPLOYED
QCOVER_OT_A-B/C	$\square_1$ YES [GO TO _B]	$\square_1$ YES	
	$\square_2$ NO [GO TO _B]	$\square_2$ NO	$\square_3$ IF YOUR WORKER STATUS CHANGED (UNSPECIFIED)
2. Overtime pay for hours you work beyond forty hours in one week	$\square_8$ DK [GO TO QCOVER_UI_A]	$\square_3$ RESPONDENT SAYS S/HE IS SELF-EMPLOYED OR AN EMPLOYEE (VOL) [SEE PROG NOTE BELOW]$\square_8$ DK	$\square_4$ OTHER REASON (SPECIFY)
	$\square_9$ REF[GO TO QCOVER_UI_A]	$\square_9$ REF	$\square_5$ NONE
		[GO TO QCOVER_UI_A]	$\square_8$ DK
			$\square_9$ REF
			[GO TO QCOVER_UI_A]

[PROGRAMMING NOTE: IF QCOVER_OT_B=3 THEN ASK QCOVER_OT_C (ELSE GO TO QCOVER_UI_A). GOING FORWARD ASK _C QUESTIONS INSTEAD OF _B, FOR QCOVER_UI – QCOVER_SK].

QCOVER_UI_A-B/C

3. Unemployment Insurance (IF NECESSARY: *A federal program whereby eligible unemployed persons receive cash benefits for a specified period of time. These benefits are paid out of funds derived from employer, employee and government contributions.*)

□₁ YES [GO TO _B]

□₂ NO [GO TO _B]

□₈ DK [GO TO QCOVER_WC_A]

□₉ REF [GO TO QCOVER_WC_A]

□₁ YES

□₂ NO

□₃ RESPONDENT SAYS S/HE IS SELF-EMPLOYED OR AN EMPLOYEE (VOL) [SEE PROG NOTE BELOW]□₈ DK

□₉ REF

[GO TO QCOVER_WC_A]

[INTERVIEWER: DO NOT READ RESPONSES]

□₁ IF YOU BECAME AN EMPLOYEE

□₂ IF YOU BECAME SELF-EMPLOYED

□₃ IF YOUR WORKER STATUS CHANGED (UNSPECIFIED)

□₄ OTHER REASON (SPECIFY)

□₅ NONE

□₈ DK

□₉ REF

[GO TO QCOVER_WC_A]

[PROGRAMMING NOTE: IF QCOVER_UI_B=3 THEN ASK QCOVER_UI_C (ELSE GO TO QCOVER_WC_A). GOING FORWARD ASK _C QUESTIONS INSTEAD OF _B, FOR QCOVER_WC – QCOVER_SK].

QCOVER_WC_A-B/C

4. Workers' Compensation (IF NECESSARY: insurance paid by companies to provide benefits to employees who become ill or injured on the job.)

□₁ YES [GO TO _B]

□₂ NO [GO TO _B]

□₈ DK [GO TO QCOVER_OS_A]

□₉ REF [GO TO QCOVER_OS_A]

□₁ YES

□₂ NO

□₃ RESPONDENT SAYS S/HE IS SELF-EMPLOYED OR AN EMPLOYEE (VOL) [SEE PROG NOTE BELOW]□₈ DK

□₉ REF

[GO TO QCOVER_OS_A]

[INTERVIEWER: DO NOT READ RESPONSES]

□₁ IF YOU BECAME AN EMPLOYEE

□₂ IF YOU BECAME SELF-EMPLOYED

□₃ IF YOUR WORKER STATUS CHANGED (UNSPECIFIED)

□₄ OTHER REASON (SPECIFY)

□₅ NONE

□₈ DK

□₉ REF

[GO TO QCOVER_OS_A]

[PROGRAMMING NOTE: IF QCOVER_WC_B=3 THEN ASK QCOVER_WC_C (ELSE GO TO QCOVER_OS_A). GOING FORWARD ASK _C QUESTIONS INSTEAD OF _B, FOR QCOVER_OS – QCOVER_SK].

QCOVER_OS_A-B/C

5. OSHA safety standards (IF NECESSARY: OSHA refers to the Occupational Health and Safety Act of 1970. OSHA standards limit the amount of hazardous chemicals workers can be exposed to, require the use of certain safe practices and equipment, and require employers to monitor hazards and keep records of workplace injuries and illnesses.)

□1 YES [GO TO _B]

□2 NO [GO TO _B]

□8 DK [GO TO QCOVER_SK_A]

□9 REF [GO TO QCOVER_SK_A]

□1 YES

□2 NO

□3 RESPONDENT SAYS S/HE IS SELF-EMPLOYED OR AN EMPLOYEE (VOL) [SEE PROG NOTE BELOW]

□8 DK

□9 REF

[GO TO QCOVER_SK_A]

[INTERVIEWER: DO NOT READ RESPONSES]

□1 IF YOU BECAME AN EMPLOYEE

□2 IF YOU BECAME SELF-EMPLOYED

□3 IF YOUR WORKER STATUS CHANGED (UNSPECIFIED)

□4 OTHER REASON (SPECIFY)

□5 NONE

□8 DK

□9 REF

[GO TO QCOVER_SK_A]

[PROGRAMMING NOTE: IF QCOVER_OS_B=3 THEN ASK QCOVER_OS_C (ELSE GO TO QCOVER_SK_A). ASK _C QUESTIONS INSTEAD OF _B, FOR QCOVER_SK].

QCOVER_SK_A-B/C

_A. If you take time off from your [QMAIN] job for family or medical leave, is your job guaranteed when you return? [SOURCE: NEW]

[PROG NOTE: IF EMPFLAG=2, INSERT "an employee"; IF EMPFLAG=1, INSERT "self-employed" ; IF EMPFLAG=3 THEN SKIP TO QCOVER_SK_C]

_B. Would this change if you became [self-employed/an employee]?

[PROG NOTE: IF QCOVER_SK_A=1 THEN INSERT "would not"; IF QCOVER_SK_A=2 THEN INSERT "would"]

_C. Under what condition would this change? [IF NEC: Is there any condition where your job [would/would not] be guaranteed if you took time off for family or medical leave?]

[INTERVIEWER: DO NOT READ RESPONSES]

□₁ YES [GO TO _B]

□₂ NO [GO TO _B]

□₈ DK [GO TO QCOVER_WHY_XX]

□₉ REF[GO TO QCOVER_WHY_XX]

□₁ YES

□₂ NO

□₃ RESPONDENT SAYS S/HE IS SELF-EMPLOYED OR AN EMPLOYEE (VOL)

□₈ DK

□₉ REF

[GO TO QCOVER_WHY_XX]

□₁ IF YOU BECAME AN EMPLOYEE

□₂ IF YOU BECAME SELF-EMPLOYED

□₃ IF YOUR WORKER STATUS CHANGED (UNSPECIFIED)

□₄ OTHER REASON (SPECIFY)

□₅ NONE

□₈ DK

□₉ REF

[GO TO QCOVER_WHY_XX]

PROGRAMMING NOTE: FOR EACH QCOVER_XX_A=2, ASK QCOVER_WHY_XX. INSERT FOR EACH:

MW. minimum wage

OT. overtime pay

UI. unemployment insurance

WC. workers' compensation

OS. OSHA safety standards

SK. family and medical leave

IF NO QCOVER_XX_A=2 THEN SKIP TO QCOVER_SS_A.

IF QCOVER_WHY_XX=1 THEN ASK QREASON_XX IMMEDIATELY AFTER QCOVER_WHY_XX. THEN GO BACK TO QCOVER_WHY_XX FOR NEXT COVERAGE. IF QCOVER_WHY_XX NE 1 THEN ASK QCOVER_WHY_XX FOR NEXT COVERAGE. WHEN DONE, GO TO QCOVER_SS_A.

QCOVER_WHY_XX You said your [QMAIN] job is not covered by [INSERT]. Do you know why not? [SOURCE: New]

    1.   YES
    2.   NO
    9.   REF (VOL)

QREASON_XX Why not? [IF NECESSARY: Why is your job not covered by this] [SOURCE: New]

1. **[INTERVIEWER: DO NOT READ RESPONSES]**HAVE NOT WORKED ENOUGH HOURS
2. HAVE NOT WORKED AT ORGANIZATION FOR LONG ENOUGH
3. NOT AN EMPLOYEE/SELF-EMPLOYED
4. SALARIED/EXEMPT EMPLOYEE
5. OTHER REASON (SPECIFY)
8. DK

9. REF

			[PROG NOTE: IF EMPFLAG=2, INSERT "employed"; IF EMPFLAG=1, INSERT "self-employed"; IF EMPFLAG=3 OR IF ANY QCOVER_XX_B=3 THEN SKIP AND ASK QCOVER_SS_D]	[ONLY ASK IF EMPFLAG=3 OR IF ANY QCOVER_XX_B=3, ELSE GO TO QAGREE. PROG NOTE: IF QCOVER_SS_A=1 THEN INSERT "would not"; IF QCOVER_SS_A=2 THEN INSERT "would"]
QCOVER_SS_A-C/D	[PROG NOTE: IF QDEDSPEC_2=1 THEN SKIP TO _B] **_A.** Do you contribute to social security and Medicare tax otherwise known as FICA? [SOURCE: NEW]	**_B.** How much of your gross pay OR what percentage, of your gross pay, do you contribute to FICA? [IF NECESSARY: FICA includes social security and Medicare tax]	**_C.** If you became [employed/self-employed] how would your share of the FICA contribution change?	**_D.** Under what condition would this change? [IF NEC: Is there any condition where your FICA contribution [would/would not] change?] [INTERVIEWER: DO NOT READ RESPONSES]

□₁ YES [GO TO QCOVER_SS_B]

□₂ NO [GO TO PROG NOTE BEFORE QCOVER_SS_C]

□₈ DK [GO TO PROG NOTE BEFORE QAGREE]

□₉ REF [GO TO PROG NOTE QAGREE]

$_____
(Range 1-99999, 99998=DK, 99999=REF)

OR

_____%
(Range 1-100, 998=DK, 999=REF)
[GO TO _C]

□₁ My share would go up

□₂ My share would go down

□₃ No change

□₈ DK

□₉ REF

□₁ IF YOU BECAME AN EMPLOYEE

□₂ IF YOU BECAME SELF-EMPLOYED

□₃ IF YOUR WORKER STATUS CHANGED (UNSPECIFIED)

□₄ OTHER REASON (SPECIFY)

□₅ NONE

□₈ DK

□₉ REF

PROGRAMMING NOTE: IF EMPFLAG=3 THEN SKIP TO QTHINK. IF ANY QCOVER_XX_B=3 THEN SKIP TO QAGREE_2; ELSE ASK QAGREE. IF EMPFLAG=1 THEN INSERT "an employee", "self-employed". IF EMPFLAG=2 THEN INSERT "self-employed", "an employee".

QAGREE.   Earlier you indicated that you are [an employee/self-employed]. Do you agree with this classification or do you think that legally, you should be [self-employed/an employee]? [SOURCE: NEW]

1. You agree with this classification
2. You think you should be classified differently
8. DK (VOL)
9. REF (VOL)

[GO TO QDEMO_INTRO]

PROGRAMMING NOTE: IF QCOVER_MW_B=3 THEN ASK QAGREE_2. IF EMPFLAG=1 THEN INSERT "self-employed", "an employee". IF EMPFLAG=2 THEN INSERT "an employee", "self-employed".

QAGREE_2.   Just to confirm, you have indicated that you are [self-employed/an employee]. Do you agree with this classification or do you think that legally, you should be [an employee/self-employed]? [SOURCE: NEW]

    1.   You agree with this classification

    2.   You think you should be classified differently

    8.   DK (VOL)

    9.   REF (VOL)

[GO TO QDEMO_INTRO]

PROGRAMMING NOTE: IF EMPFLAG=3 THEN ASK QTHINK, ELSE GO TO QDEMO_INTRO.

QTHINK.   Based on your responses to earlier questions, we are unable to determine if you are considered an employee or self-employed. What do you think your legal worker status should be? Should it be…? [SOURCE: NEW]

    1.   Self-employed

    2.   Employee

    3.   Or, something else (SPECIFY)

    8.   DK (VOL)

    9.   REF (VOL)

TIMESTAMP 12

PART V. DEMOGRAPHICS (ALL RESPONDENTS)

A. STANDARD DEMOGRAPHICS

QDEMO_INTRO Now we have a few questions to help us better understand your responses.

QEDUCATION_1   What is the highest level of school you have completed or the highest degree you have received? [SOURCE: CPS]

    1.   LESS THAN 1ST GRADE

    2.   1ST, 2ND, 3RD OR 4TH GRADE

    3.   5TH OR 6TH GRADE

    4.   7TH OR 8TH GRADE

    5.   9TH GRADE

    6.   10TH GRADE

    7.   11TH GRADE

8. 12TH GRADE NO DIPLOMA

9. HIGH SCHOOL GRAD-DIPLOMA OR EQUIV (GED)

10. SOME COLLEGE BUT NO DEGREE

11. ASSOCIATE DEGREE-OCCUPATIONAL/VOCATIONAL

12. ASSOCIATE DEGREE-ACADEMIC PROGRAM

13. BACHELOR'S DEGREE (EX: BA, AB, BS)

14. MASTER'S DEGREE (EX: MA, MS, Meng, MEd, MSW)

15. PROFESSIONAL SCHOOL DEG (EX: MD, DDS, DVM)

16. DOCTORATE DEGREE (EX: PhD, EdD)

98. DK (VOL)

99. REF (VOL)

QEDUCATION_2 Last week, were you enrolled in a high school, college, university, or vocational/technical school? [SOURCE: Adapted from CPS]

[CODE YES IF CURRENTLY ON HOLIDAY OR SEASONAL VACATION, CODE NO FOR SUMMER VACATION]

1. Yes, high school

2. Yes, college

3. Yes, university

4. Yes, vocational/technical school

5. Yes, other schooling (SPECIFY)

6. No, not enrolled

7. No, for summer vacation

98. DK (VOL)

99. REF (VOL)

If DMARANK=1 ASK EX_LGBT1 ELSE ASK EX_LGBT2.

EX_LGBT1. Do you think of yourself as one, [INSERT1], two, [INSERT2], or three, Bisexual?
INSERT1= [For men/QGENDER=1:] Gay / [For women/QGENDER=2:] Lesbian or gay

INSERT2= [For men/QGENDER=1:] Straight, that is, not gay /
[For women/QGENDER=2:] Straight, that is, not lesbian or gay

[IWER: DO NOT READ RESPONSE OPTIONS]

1. One
2. Two
3. Three
4. Gay/ Lesbian or gay
5. Straight, that is, not gay/ Straight, that is, not lesbian or gay, or
6. Bisexual?
7. SOMETHING ELSE (VOL)
8. DK (VOL)
9. REF (VOL)

If DMARANK=2 ASK EX_LGBT2.

EX_LGBT2. Do you think of yourself as [INSERT1], [INSERT2], or Bisexual?
INSERT1= [For men/QGENDER=1:] Gay / [For women/QGENDER=2:] Lesbian or gay
INSERT2= [For men/QGENDER=1:] Straight, that is, not gay / [For women/QGENDER=2:] Straight, that is, not lesbian or gay

[KEEP VALUES CONSISTENT WITH EX_LGBT1 BUT DO NOT DISPLAY 1, 2, 3.]
4. Gay/ Lesbian or gay
5. Straight, that is, not gay/ Straight, that is, not lesbian or gay, or
6. Bisexual?
7. SOMETHING ELSE (VOL)
8. DK (VOL)
9. REF (VOL)

QMARITAL Are you currently… [SOURCE: FMLA SURVEY]

1. Married,
2. Living with a partner,
3. Separated,
4. Divorced,
5. Widowed, or
6. Never married?
8. DK (VOL)
9. REF (VOL)

QAGE   What is your age? _____ [RANGE: 18-99, REF=99] [SOURCE: NHIS]

QINCOME   What is the total combined income of all members of your FAMILY during the past 12 months? This includes money from jobs, net income from business, farm or rent, pensions, dividends, interest, social security payments and any other money income received by members of your family who are 15 years of age or older. [SOURCE: CPS]

1. GAVE ANSWER $_____ [MIN RANGE =1, MAX RANGE= 9,999,999]
8. DK (VOL)
9. REF (VOL)

PROGRAMMING NOTE: ASK QINC_A IF QINCOME=DK OR REF, ELSE GO TO QPASTWEEK

QINC_A Was your family income $35,000 or above?

1. YES
2. NO [GO TO QINC_F]
8. DK [GO TOQPASTWEEK]
9. REF [GO TOQPASTWEEK]

QINC_B Was it $40,000 or above?

1. YES
2. NO [GO TOQPASTWEEK]
8. DK [GO TOQPASTWEEK]
9. REF [GO TOQPASTWEEK]

QINC_C Was it $50,000 or above?

1. YES
2. NO [GO TOQPASTWEEK]
8. DK [GO TOQPASTWEEK]
9. REF [GO TOQPASTWEEK]

QINC_D Was it $75,000 or above?

1. YES
2. NO [GO TOQPASTWEEK]
8. DK [GO TOQPASTWEEK]
9. REF [GO TOQPASTWEEK]

QINC_E Was it $100,000 or above?

1. YES [GO TOQPASTWEEK]
2. NO [GO TOQPASTWEEK]
8. DK [GO TOQPASTWEEK]
9. REF [GO TOQPASTWEEK]

QINC_F Was it $30,000 or above?

1. YES [GO TOQPASTWEEK]
2. NO
8. DK [GO TOQPASTWEEK]
9. REF [GO TOQPASTWEEK]

QINC_G Was it $20,000 or above?

1. YES [GO TOQPASTWEEK]
2. NO
8. DK [GO TOQPASTWEEK]
9. REF [GO TOQPASTWEEK]

QINC_H Was it $10,000 or above?

1. YES [GO TOQPASTWEEK]
2. NO
8. DK [GO TOQPASTWEEK]
9. REF [GO TOQPASTWEEK]

QINC_J Was it $5,000 or above?

1. YES [GO TOQPASTWEEK]
2. NO [GO TOQPASTWEEK]
8. DK [GO TOQPASTWEEK]
9. REF [GO TOQPASTWEEK]

QPASTWEEK In the PAST WEEK, did you work for pay or profit? [IF NECESSARY: This includes any job from which you were temporarily absent.] [SOURCE: NEW]

1. YES
2. NO
8. DK (VOL)
9. REF (VOL)

QUNION   Are you a member of a labor union? [SOURCE: NEW]

      1. YES
      2. NO
      8. DK (VOL)
      9. REF (VOL)

QHISPANIC   Do you consider yourself to be Hispanic or [Latino/Latina]? [IF NECESSARY: A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.] [SOURCE: FMLA SURVEY]

      1. YES
      2. NO
      8. DK (VOL)
      9. REF (VOL)

QRACE   What race do you consider yourself to be? Please select one or more of the following. [SOURCE: FMLA SURVEY]

      1.   American Indian or Alaska Native

      2.   Asian

      3.   Native Hawaiian or Pacific Islander

      4.   Black or African American

      5.   White

      6.   SOME OTHER RACE (VOL) _____

      8.   DK (VOL)

      9.   REF (VOL)

TIMESTAMP 13

B. ENGLISH PROFICIENCY

PROGRAMMING NOTE: FOR QL, INSERT ENGLISH/SPANISH BASED ON SAMPLE VARIABLE

QL   Now we have some questions about languages you speak. Is [English/Spanish] your native language? [SOURCE: NEW IMMIGRANT SURVEY]

      1. YES

2. NO
8. DK (VOL)
9. REF(VOL)

PROGRAMMING NOTE: IF QL=1 GO TO INTRO_T, ELSE CONTINUE

QL_2   How well would you say you UNDERSTAND English when someone is speaking to you? Would you say you understand English very well, somewhat well, not well or not at all? [SOURCE: NEW IMMIGRANT SURVEY]

1. Very well
2. Somewhat well
3. Not well
4. Not at all
8. DK (VOL)
9. REF (VOL)

QL_3   How well would you say you SPEAK English? Would you say…? [SOURCE: NEW IMMIGRANT SURVEY]

1. Very well
2. Somewhat well
3. Not well
4. Not at all
8. DK (VOL)
9. REF (VOL)

QL_4   How well would you say you READ English? Would you say…? [SOURCE: NEW IMMIGRANT SURVEY]

1. Very well
2. Somewhat well
3. Not well
4. Not at all
8. DK (VOL)
9. REF (VOL)

TIMESTAMP 14

C. TELEPHONE USAGE

INTRO_T   We're almost done. Now we just have a few quick questions about telephone use in your household. These items will be used for statistical purposes to make sure that all households in the country are represented in this study.

PROGRAMMING NOTE: ASK T1 IF LANDLINE SAMPLE

T1   Now thinking about your telephone use, do you have a working cell phone? [SOURCE: NHIS]

      1.   YES, HAVE CELL PHONE
      2.   NO, DO NOT HAVE CELL PHONE
      9.   DK/REF (VOL)

PROGRAMMING NOTE: ASK T2 IF T1=1 OR CELL SAMPLE

T2   [Including this one,] How many working cell phones do YOU personally have? [SOURCE: NHIS]

      (1-6).   RECORD NUMBER [ENTER 6 IF 6 OR GREATER]

      9.   DK/REF (VOL)

PROGRAMMING NOTE: ASK T3 IF S5 > 1 (2+ ADULT HOUSEHOLD)

T3   Thinking about the other adults in your household, how many working cell phones in total do THEY have? [SOURCE: NHIS] [IF NECESSARY: Do not count your cell phone(s).]

      (0-6).   RECORD NUMBER [ENTER 6 IF 6 OR GREATER]

      9.   DK/REF (VOL)

T4   Is a cell phone your ONLY phone, or do you also have a regular landline telephone at home? [SOURCE: NHIS]

       1.   CELL PHONE IS ONLY PHONE
       2.   HAVE LANDLINE TELEPHONE AT HOME
       9.   DK/REF (VOL)

T5   [Including this number,] How many different residential phone NUMBERS do you have coming into your household, not including lines dedicated to a fax machine, modem, or used strictly for business purposes? Do not include cellular phones. [SOURCE: NHIS]

       (1-6).   RECORD NUMBER [ENTER 6 IF 6 OR GREATER]

       9.   DK/REF (VOL)

T6   Of all the telephone calls that you [IF S5 > 1 (2+ ADULT HOUSEHOLD): or your family] receive, are: [SOURCE: NHIS]

       1.   All or almost all calls received on cell phones,

       2.   Some received on cell phones and some on regular phones, or

       3.   Very few or none on cell phones?

       9.   DK/REF (VOL)

QPRESENT   Were others present while you completed this survey? [IF NECESSARY: Did any other people hear the answers you gave?]

       1.   YES

2.   NO
3.   SOMETIMES/OTHERS PRESENT FOR PART OF SURVEY
8.   DK (VOL)
9.   REF (VOL)

QZIP   Finally, so that we can group households geographically, may I have your zip code? [SOURCE: FMLA SURVEY]

RANGE: 00000-99999
999998   DK (VOL)
999999   REF (VOL)

TIMESTAMP 15

> PROGRAMMING NOTE: IF CELL SAMPLE ASK QINCENTIVE; IF LANDLINE, GO TO QEND

QINCENT: Can I please have your full name and address so I can send you your check?

1.   YES   [GO TO QINCENT2]
2.   NO   [GO TO QEND]

QINCENT2. ENTER**:**

NAME [ASK FOR SPELLING IF UNSURE]
ADDRESS
CITY/STATE/ZIP
[RE-READ ALL TO CONFIRM]

QEND   Thank you very much for your time. If you have any questions or would like further information about this study, you can call the Worker Classification Study hotline at (1-866-299-6153) during normal business hours. [SOURCE: FMLA SURVEY]

[FOR INTERVIEWER USE ONLY:]

LANGUAGE OF INTERVIEW:

1.   ENGLISH
2.   SPANISH