A0. EXACT TIME NOW:_____

SECTION A: CURRENT EMPLOYMENT AND WORK HISTORY

A1. I'd like to begin the interview by asking you about any paid jobs you've had including babysitting, housekeeping, or irregular jobs. Did you work at any job for pay between (W3 IW DATE) and now?

1. YES

5. NO → TURN TO P. 16, SECTION BA

A1a. How many jobs did you have?

_____ # OF JOBS

A2. (HAND R CALENDAR CARD). Please look at this card. For each of the months that you worked since (W3 IW DATE), please tell me if you worked part-time or full-time in that month. By full time we mean 35 hours or more per week on <u>all</u> jobs. Part-time equals less than 35 hours per week on all jobs.

1999	SEP	OCT	NOV	DEC
FULL-TIME				
PART-TIME				

2000	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC
FULL-TIME												
PART-TIME												

2001	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC
FULL-TIME												
PART-TIME												

2002	JAN	FEB	MAR	APR
FULL-TIME				
PART-TIME				

A3. Are you currently working for pay?

1. YES

5. NO → TURN TO P. 8, A27

A4. Including self-employment, how many jobs do you currently have?

_____ # OF JOBS

A5. Including overtime, how many hours per week do you usually work on all jobs?

_____ HOURS PER WEEK

98. DK; DEPENDS

A6. Now, I'd like to ask you some questions about your current main job. What is your occupation on your main job? (What kind of work do you do?)

_____

_____

A7. What kind of business or industry is that in?

_____

_____

A8. In what month and year did you start this job? _____ / _____
MONTH YEAR

A8a. I'd like to know how you found this job. What is the most important source of information you used to find this job?

01. REFERRED BY FRIENDS/RELATIVES

02. REFERRED BY OTHER PEOPLE (EMPLOYER, CO-WORKER, TEACHER, SCHOOL PLACEMENT, MINISTER)

03. STATE EMPLOYMENT SERVICES (E.G., MESA, MESC MICHIGAN WORKS/ CAREER ALLIANCE)

04. PRIVATE EMPLOYMENT AGENCY

05. TEMPORARY AGENCY

06. NEWSPAPER ADS / HELP-WANTED SIGNS / WALK-IN

07. JOB CLUB / WORK FIRST / WELFARE OFFICE / CASEWORKER

08. LABOR UNION

97. OTHER (SPECIFY):

_____

A8b. How many times have you changed your main job since (W3 IW DATE)?

_____ # TIMES

0. NONE; HAVEN'T CHANGED JOBS

A9. Are you a member of a union or covered by a collective bargaining agreement?

1. YES	5. NO

A10. Including overtime, how many hours do you usually work per week on this job?

_____ HOURS PER WEEK

A11. Does the number of hours you work from week to week change a lot, a fair amount, a little, or hardly at all?

1. A LOT	2. A FAIR AMOUNT	3. A LITTLE	4. HARDLY AT ALL

A12. Would you like to work more hours if your employer would let you?

1. YES	5. NO

A13. Are you a regular employee or a temporary employee?

1. REGULAR	2. TEMPORARY

A14. Do you have a regular time of day that you begin and end work, or does it vary quite a bit?

1. REGULAR	2. VARIES

A15. Do you mostly work daytime hours, evening hours, or is it mixed?

1. DAYTIME	2. EVENING	3. MIXED

A16. Including tips and bonuses, what is your salary or wage rate on this job, before taxes? (PROBE ONLY IF NECESSARY, BUT MARK BOX: Is that per...)

$ _____ **PER**

1. HOUR	2. DAY	3. WEEK
4. BIWEEKLY	5. MONTH	6. YEAR
7. OTHER (SPECIFY): _____		

A17. Do you have any work related expenses such as union dues, licenses, permits, special tools, or uniforms on this job?

1. YES ▼

5. NO → GO TO A18

A17a. In the **last month** how much did you pay for such items?

$ _____ OR 996. NOTHING

A18. Do you get any of the following benefits on your job?

				A19. Does your employer offer this benefit after a trial period for a job like yours?	
a.	Paid sick days	1. YES ▼	5. NO →	1. YES	5. NO
b.	Paid vacation	1. YES ▼	5. NO →	1. YES	5. NO
c.	A health plan or medical insurance	1. YES ▼	5. NO →	1. YES	5. NO
d.	A retirement program	1. YES ▼	5. NO →	1. YES	5. NO
		NEXT PAGE, A20		NEXT PAGE, A20	

A20. How do you usually get to this job? Do you drive, walk, get a ride with someone, ride a bus or take public transportation, or get there some other way?

1. DRIVE	2. WALK	3. RIDE WITH SOMEONE
4. BUS OR PUBLIC TRANSPORTATION	5. SOME OTHER WAY	

6. [IF VOL:] WORK AT HOME

TURN TO PAGE 7, A25

A20a. How many days per week do you usually make this trip?

_____ DAYS PER WEEK

A21. How many minutes does it take you to travel, one way, directly from your home to your place of work?

_____ MINUTES

A21a. How many minutes does it take you to travel, one way, from your home to your place of work including the additional time it may take to drop your children off at school or child care?

_____ MINUTES

A22. Altogether how much does it cost you for gas, bus fares, and parking costs to get to and from work, including dropping your children off at child care? (PROBE ONLY IF NECESSARY, BUT MARK BOX. Is that per...)

$ _____ **PER**

1. HOUR	2. DAY	3. WEEK
4. BIWEEKLY	5. MONTH	6. YEAR
7. OTHER (SPECIFY): _____ _____		

A23. Next I'm going to read some statements about your job. In the last four weeks have you...

	YES (1)	NO (5)
a. ...been late to work by more than 5 minutes?		
b. ...lost your temper, for example, with a rude customer?		
c. ...taken a longer break than scheduled for without permission?		
d. (In the last 4 weeks have you) failed to correct a problem at work that a supervisor had pointed out?		
e. ...had problems getting along with a supervisor?		
f. ...left work earlier than scheduled without permission?		
g. ...refused to do tasks that weren't part of your job description?		
h. ...missed a day of work for any reason?		

A24. On your current main job, ...

	YES (1)	NO (5)	DK (8)
a. ...has your supervisor or boss used racial slurs?			
b. ...has your supervisor or boss made insulting remarks about women?			
c. ...has your supervisor or boss made insulting remarks about welfare mothers?			
d. On your current main job have you been discriminated against because of your race or ethnic origin?			
e. … have you been discriminated against because you are a woman?			
f. ... have you been discriminated against because your weight was too high or too low?			
g. On your current main job were you sexually harassed?			

A25. Thinking about all of the jobs you have held since (W3 IW DATE), have you felt...

	YES (1)	NO (5)	DK (8)
a. ...that others at your place of employment got promotions or pay raises faster than you did because of their race or ethnic origin?			
b. ...that men at your place of employment got promotions or pay raises faster than you did because of their sex?			
c. ...that you were unfairly fired because of your race or ethnic origin?			
d. ...that you were unfairly fired because you are a woman?			

A26. (RB, P. 1) Think about all the jobs you have held since (W3 IW DATE). How often did any of them require you to...

	DAILY (1)	WEEKLY (2)	MONTHLY (3)	NEVER (4)
a. ...read instructions or reports—daily, weekly, monthly, or never?				
b. ...write letters or memos?				
c. ...work with a computer such as doing word processing or data entry?				
d. ...work with another electronic machine such as a cash register, bar code scanner, or calculator (daily, weekly, monthly, or never)?				
e. ...do arithmetic, including making change?				
f. ...fill out forms?				
g. ...keep a close watch over gauges, dials, or instruments of any kind?				
h. ...talk with customers face to face?				
j. ...talk over the phone with customers?				
k. ... supervise other people who report to you?				

TURN TO P. 14. A46

NOT CURRENTLY EMPLOYED

A27. Now, I'd like to ask you some questions about your most recent job. What was your occupation on your most recent job? (What kind of work did you do?)

_____

_____

A28. What kind of business or industry was that in?

_____

_____

A29. Were you a member of a union or covered by a collective bargaining agreement on this job?

1. YES	5. NO

A30. In what month and year did you start and end this job?

START: _____/_____ END: _____/_____
MONTH YEAR MONTH YEAR

A30a. I'd like to ask you how you found this job. What was the <u>most important</u> source of information you used to find this job?

01. REFERRED BY FRIENDS/RELATIVES	05. TEMPORARY AGENCY
02. REFERRED BY OTHER PEOPLE (EMPLOYER, CO-WORKER, TEACHER, SCHOOL PLACEMENT, MINISTER)	06. NEWSPAPER ADS / HELP-WANTED SIGNS / WALK-IN
03. STATE EMPLOYMENT SERVICES (E.G., MESA, MESC MICHIGAN WORKS/CAREER ALLIANCE)	07. JOB CLUB / WORK FIRST / WELFARE OFFICE/CASEWORKER
04. PRIVATE EMPLOYMENT AGENCY	08. LABOR UNION
	97. OTHER (SPECIFY): _____

A31. Including overtime, how many hours did you usually work per week on this job?

_____ HOURS PER WEEK

A32. Would you have liked to work more hours if your employer would have let you?

1. YES	5. NO

A33. Did the number of hours you worked from week to week change a lot , a fair amount, a little or hardly at all?

1. A LOT	2. A FAIR AMOUNT	3. A LITTLE	4. HARDLY AT ALL

A34. Were you a regular employee or a temporary employee?

1. REGULAR	2. TEMPORARY

A35. Including tips and bonuses, what was your salary or wage rate on this job, before taxes? (PROBE ONLY IF NECESSARY, BUT MARK BOX: Was that per...)

$ _____ **PER**

1. HOUR	2. DAY	3. WEEK
4. BIWEEKLY	5. MONTH	6. YEAR
7. OTHER (SPECIFY): _____		

A36. Did you have any work related expenses such as union dues, licenses, permits, special tools, or uniforms on this job?

1. YES	5. NO → NEXT PAGE, A37

↓

NEXT PAGE, A36a

A36a. In the last month you worked there, how much did you pay for such items?

$ _____ **OR** 996. NOTHING

A37. Did you get any of the following benefits on your job?

				A38. Did your employer offer this benefit after a trial period?	
a.	Paid sick days	1. YES	5. NO	1. YES	5. NO
b.	Paid vacation	1. YES	5. NO	1. YES	5. NO
c.	A health plan or medical insurance	1. YES	5. NO	1. YES	5. NO
d.	A retirement program	1. YES	5. NO	1. YES	5. NO

A39. How did you usually get to this job? Did you drive, walk, get a ride with someone, ride a bus or take public transportation, or get there some other way?

1. DRIVE
2. WALK
3. RIDE WITH SOMEONE
4. BUS OR PUBLIC TRANSPORTATION
5. SOME OTHER WAY

6. [IF VOL:] WORK AT HOME

TURN TO PAGE 12, A44

A39a. How many days per week did you usually make this trip?

_____ DAYS PER WEEK

A40. How many minutes did it take you to travel, one way, directly from your home to your place of work?

_____ MINUTES

A40a. How many minutes did it take you to travel, one way, from your home to your place of work, including the additional time it took to drop your children off at school or child care?

_____ MINUTES

A41. Altogether how much did it cost you for gas, bus fares, and parking costs to get to and from work, including dropping your children off at child care? (PROBE ONLY IF NECESSARY, BUT MARK BOX: Was that per...)

$ _____ **PER**

1. HOUR	2. DAY	3. WEEK
4. BIWEEKLY	5. MONTH	6. YEAR
7. OTHER (SPECIFY): _____		

A42. Next I'm going to read some statements about your most recent job. In the last four weeks of your most recent job had you...

	YES (1)	NO (5)
a. ...been late to work by more than 5 minutes?		
b. ...lost your temper, for example, with a rude customer?		
c. ...taken a longer break than scheduled for without permission?		
d. (In the last 4 weeks of your most recent job had you) failed to correct a problem at work that a supervisor had pointed out?		
e. ...had problems getting along with a supervisor?		
f. ...left work earlier than scheduled without permission?		
g. ...refused to do tasks that weren't part of the job description?		
h. ...missed a day of work for any reason?		

A43. On your most recent job, ...

	YES (1)	NO (5)	DK (8)
a. ...did your supervisor or boss use racial slurs?			
b. ...did your supervisor or boss make insulting remarks about women?			
c. ...did your supervisor or boss make insulting remarks about welfare mothers?			
d. On your most recent job were you discriminated against because of your race or ethnic origin?			
e. ... were you discriminated against because you are a woman?			
f. ... were you discriminated against because your weight was too high or too low?			
g. On this job were you sexually harassed?			

A44. Please think about <u>all</u> the jobs you have held since (W3 IW DATE). On any of these jobs did you feel...

	YES (1)	NO (5)	DK (8)
a. ...that others at your place of employment got promotions or pay raises faster than you did because of their race or ethnic origin?			
b. ...that men at your place of employment got promotions or pay raises faster than you did because of their sex?			
c. ...that you were unfairly fired because of your race or ethnic origin?			
d. ...that you were unfairly fired because you are a woman?			

A45. (RB, P. 1) Still thinking about all the jobs you have held since (W3 IW DATE)—how often did any of them require you to...

	DAILY (1)	WEEKLY (2)	MONTHLY (3)	NEVER (4)
a. ...read instructions or reports—daily, weekly, monthly, or never?				
b. ...write letters or memos?				
c. ...work with a computer such as doing word processing or data entry?				
d. ...work with another electronic machine such as a cash register, bar code scanner, or calculator (daily, weekly, monthly, or never)?				
e. ...do arithmetic, including making change?				
f. ...fill out forms?				
g. ...keep a close watch over gauges, dials, or instruments of any kind?				
h. ...talk with customers face to face?				
j. ...talk over the phone with customers?				
k. ...supervise other people who report to you?				

ASK EVERYONE

A46. Have you stopped working at any job since (W3 IW DATE)?

1. YES

5. NO → NEXT PAGE, A50

A47. Why did you stop working at that job? (CHECK ALL THAT APPLY).

A. LAID OFF OR FIRED	H. COULD NOT AFFORD CHILD CARE
B. DID NOT LIKE JOB	J. OTHER CHILD CARE PROBLEM
C. DID NOT MAKE ENOUGH MONEY	K. OWN HEALTH PROBLEM OR INJURY
D. RETURNED TO SCHOOL OR JOB TRAINING	M. END OF MEDICAID COVERAGE
E. WANTED TO BE HOME WITH CHILD	N. FAMILY PROBLEM OR PRESSURE
F. GOT PREGNANT OR HAD CHILD	P. TRANSPORTATION PROBLEM
G. END OF CHILD CARE SUBSIDY	Q. OTHER (SPECIFY) _____ _____

A48. INTERVIEWER CHECKPOINT

☐ **1. ONLY ONE BOX MARKED AT A47 → NEXT PAGE, A50**

☐ **2. ALL OTHERS**

A49. Of those reasons, that is (READ CATEGORIES CHECKED IN A47), what is the main reason you stopped working at that job? (IWER: ENTER CATEGORY LETTER FROM A47 LIST)

_____ LETTER

A50. We're interested in knowing if people work for temp agencies and how they feel about these jobs. Temporary employment agencies are places like Kelly and Labor Ready where the agency pays you and you work for another employer. Since (W3 IW DATE), have you applied for work at, or worked for, a temp agency?

1. YES

5. NO → NEXT PAGE, SECTION BA

A51. After your interview at the temp agency, did you receive any assignments from them?

1. YES

5. NO → NEXT PAGE, SECTION BA

A52. Did you have an employer offer you a job after you temped for them for awhile?

1. YES

5. NO → GO TO A53

A52a. Did you turn down any of these job offers?

1. YES

5. NO

A53. Now I want to talk about the jobs you worked at while you were temping. Did you receive any training or learn any new jobs skills on any of those jobs?

1. YES

5. NO

A54. In the last 12 months, how many weeks have you worked for a temp agency?

_____ # OF WEEKS