

Data box for office use only – to be filled out by your organization:

Survey #: __ - __ __ __

Date: _____

Location where survey was done (city, state): _____

Survey Giver: _____

Organization: _____

Follow up

Worker Survey

Dear Worker,

We are doing a survey to find out what happens when workers try to deal with unfair treatment or problems at work, whether it's not getting paid, being unsafe, trying to get workers' comp for getting hurt, or anything else. We are publishing a report in about a year to share the stories of workers in Illinois and to push for protection for workers when they speak up or try to resolve problems.

We will not share your name or use any information that would let someone figure out who you are. This survey is not connected to any government, and we have not received government money. We will possibly use the stories about what you and others are dealing with at work in the report. This survey is completely voluntary. If you change your mind at any point, you can stop taking it or skip questions you would rather not answer.

Thank you!

Section 1 Treatment at Work

1) Do you believe all workers have a human right to be treated with dignity at work?

Yes

No

Not sure

Please answer the following questions about your current work. If you are not working, tell us about your most recent work.

2) How often are you treated in the following ways by your bosses?

	All of the time	Most of the time	Some-times	Never
My bosses treat me with respect.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My bosses encourage me to speak up about problems.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My bosses say or do things that humiliate or insult me.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My bosses make me feel threatened or intimidated.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
When my bosses accuse me of breaking workplace rules, I feel I'm punished too harshly.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I fear losing my job or other punishment for bringing workplace problems to my bosses' attention.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I avoid bringing workplace problems to my bosses' attention, because I fear losing my job or other punishment.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

3) Have you ever experienced any of the following in your current jobs? If you are not working, please answer this question about your most recent work.

		Yes	No	Not sure / not applicable
Health and Safety	I felt my work was dangerous.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	I needed more training to do my job safely.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	I felt more safety equipment could make my job healthier or safer.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	I became injured or ill because of work.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	I needed medical treatment for a work injury or illness.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	I received medical treatment for a work injury or illness.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	I missed work because of a work injury or illness.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	I felt uncomfortable at work because of...			
	...Sexual remarks, jokes, or questions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	...Unwanted touching, looks, or gestures.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Wages	My boss didn't pay me all or some money I was owed for hours I worked.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	My boss took money out of my pay.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Tips	My boss took a portion of my tips.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	I disagreed with how my boss made me share tips.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Different Treatment	My boss treated some workers differently because of their...			
	...Race or color.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	...Gender.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	...Age.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	...Language.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	...Being an undocumented immigrant.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	...Being an immigrant.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	...Disability.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	...Religion.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	...Political beliefs.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	...Criminal background.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	...Other: _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Bosses hired or didn't hire people based on their...			
	...Race or color.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	...Criminal background.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	...Being an undocumented immigrant.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
...Other: _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Working Together	I wanted to work with my co-workers to improve my job.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	I wanted a labor union in my workplace.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

4) Think of ONE concrete example of a time when you tried to fix a problem at work or improve your job. What was the issue?

[] One of the experiences listed above (in Question #3). *Circle the experience above.*

[] Something else: _____

Continue to think ONLY about this ONE particular time as you answer the following questions.

5) In that case (the example you chose in Question #4), how did you try to fix the problem or improve your job? Check all that apply.

<input type="checkbox"/>	Nothing	<i>Optional notes describing your experience and the action you took.</i>
<input type="checkbox"/>	Told my boss	
<input type="checkbox"/>	Filed a complaint with a government agency	
<input type="checkbox"/>	Participated in a government investigation	
<input type="checkbox"/>	Told the police	
<input type="checkbox"/>	Posted on social media	
<input type="checkbox"/>	Spoke with the press	
<input type="checkbox"/>	Spoke with a co-worker	
<input type="checkbox"/>	Suggested group action or protest to a co-worker	
<input type="checkbox"/>	Participated in group action or protest with co-workers	
<input type="checkbox"/>	Presented a group complaint or request to my boss	
<input type="checkbox"/>	Told a co-worker her rights or helped her exercise rights	
<input type="checkbox"/>	Asked a labor union for help	
<input type="checkbox"/>	Asked a worker center or community group for help	
<input type="checkbox"/>	Told my boss I planned to file a workers' compensation claim	
<input type="checkbox"/>	Filed a workers' compensation claim	
<input type="checkbox"/>	Did something else: _____	

6) How did your boss react? Check all that apply.

<input type="checkbox"/>	My boss responded with respect and fairness	<i>Optional notes describing your boss' reaction to your action.</i>
<input type="checkbox"/>	Fixed the issue	
<input type="checkbox"/>	Wasn't aware	
<input type="checkbox"/>	Did nothing	
<input type="checkbox"/>	Stopped hiring me	
<input type="checkbox"/>	Gave me a Do Not Return notice or told me to not return	
<input type="checkbox"/>	Fired me	
<input type="checkbox"/>	Accused me of breaking workplace rules	
<input type="checkbox"/>	Gave me fewer or worse hours	
<input type="checkbox"/>	Gave me work that pays less	
<input type="checkbox"/>	Gave me harder, dirtier, or more dangerous work	
<input type="checkbox"/>	Gave me an unrealistic amount of work	
<input type="checkbox"/>	Changed my work assignment	
<input type="checkbox"/>	Lowered my pay for the same work	
<input type="checkbox"/>	Tried to humiliate me	
<input type="checkbox"/>	Tried to physically harm me	
<input type="checkbox"/>	Asked me to take a drug test	
<input type="checkbox"/>	Ran a criminal background check on me	
<input type="checkbox"/>	Called the police	
<input type="checkbox"/>	Called immigration authorities	
<input type="checkbox"/>	Verified if I was authorized to work in the United States	
<input type="checkbox"/>	Threatened to fire me	
<input type="checkbox"/>	Threatened to run a criminal background check on me	
<input type="checkbox"/>	Threatened to call the police	
<input type="checkbox"/>	Threatened to call immigration authorities	
<input type="checkbox"/>	Threatened to verify if I was authorized to work in the U.S.	
<input type="checkbox"/>	Threatened to harm someone else	
<input type="checkbox"/>	Did something else: _____	

7) In that case, did you complain about how your boss reacted? Check all that apply.

- I did not feel it was a big issue. *Skip to #8*
- It was an issue, but I did not complain. *Skip to #8*
- Contacted my employer's human resources (HR) department
- Contacted a government agency (*such as the Department of Labor*)
- Contacted an attorney
- Contacted the police
- Contacted a labor union
- Contacted a worker center or community group
- Other: _____

7a) If you did complain, how were your concerns addressed?

	Agree	Disagree	Not sure/ not applicable
My concerns were not treated seriously.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My concerns were resolved quickly.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I was embarrassed or humiliated by how I was treated.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I did not receive adequate relief for the harm I suffered because of my boss' treatment.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

8) Do you know that you can complain to the government?

- Yes
- No. *Skip to #9*
- Not sure. *Skip to #9*

If so,

8a) Do you know where to go? Yes No Not sure

8b) Have you tried to do it? Yes No Not sure

8c) What do you think of the process? Check all that apply.

- It's confusing
- It's easy
- It's scary or threatening
- Need an attorney
- It's fast
- It's a waste of time

Section 2 Your Work

9) In which of the following areas do you currently work? If you are not working, in which did you most recently work? Check all that apply.

- Restaurants and hotels
- Construction
- Warehousing
- Manufacturing
- Retail
- Car wash
- Moving service
- Home health care
- Day care
- Private households
- Cleaning service
- Other, please describe: _____

If you have worked in multiple areas:

9b) In which area of work did the experience that you just described (in #5-7) happen? Circle one response above.

10) Was your employer in that particular case...? Check all that apply.

- A company
- An individual person
- A temp agency
- Other, please describe: _____

11) Which best describes your work status with that employer?

- Full time (*35 hours or more per week*) Sometimes full time and sometimes part time
 Part time (*less than 35 hours per week*) On call (*only whenever the employer calls you*)

12) How long do/did you expect your job to last with that employer?

- Indefinitely / permanent (*year-round*) Temporary
 Seasonal

13) Did your work for that employer take place inside or outside the State of Illinois?

- Inside Illinois In another state: _____ Both Not sure

Section 3 Solutions

For the following questions, we will move from problems at work to possible solutions.

14) Would any of the following make it easier for you to speak up about problems at your workplace?

	Yes	No	Not sure/ not applicable
A new way for workers to complain directly to employers about workplace problems	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
A simple and anonymous way to tell government agencies about workplace problems	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
More serious consequences for employers who punish workers for speaking up about workplace problems	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
More protection from immigration authorities and law enforcement for speaking up about workplace problems	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
On-the-job training for workers about workplace rights	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Getting a labor union in your workplace	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Being able to work with a worker center or community group to address problems at your workplace	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
More say in decisions at work that affect you	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

15) Do you believe government has an obligation to protect workers who speak up about workplace problems?

- Yes No Not sure

16) What do you think of the idea of workers and worker organizations being more involved in enforcing workplace rights?

- Like it Don't like it Not sure

17) Are there any other comments you would like to make?

Section 4 About You

18) What's your age? _____

19) What's your gender?

- Female Male Other: _____

20) What's your race or ethnicity? *Check all that apply.*

- African American White
 Asian Other: _____
 Latino

21) What's your immigration status? We are asking this question because we want to be able to show how immigrants and undocumented immigrants are treated differently from others. Please remember we will not share your name or information with anyone and, if you do not want to answer this question, you can skip it.

- U.S. citizen Undocumented
 Permanent resident Don't know
 Refugee or asylee Other (*please specify*):
 Have a temporary visa _____

Thank you for completing the survey!

Do you want to get involved?

It is not necessary to give your personal information to do the survey. However, if you would like to get involved in our work, for example by telling your story, we will need some way to get in touch with you!

Name _____ Phone _____

Email _____

Address _____

YES, I am open to doing a longer interview about my experiences at work

YES, I would like to get involved in protecting workers' rights!