

MEMORANDUM

to: STC Public Use File Users
from: Stephen Walsh
subject: STC Public Use Data
date: April 30, 1997

The STC public use files contain two basic data types: (1) data from a survey of STC employers and (2) data from state UI administrative records. This memo documents the first of these two types of data. A second memo, on Mathematica letterhead, documents the second of these types of data.

STC Employer Survey Public Use Data

Employers in five states (California, Florida, Kansas, New York, and Washington) were interviewed in 1996 regarding their STC participation in 1992. A total of 508 firms were interviewed. However, six firms with over 1000 employees were excluded from the public use data for confidentiality purposes.

The following is a codebook of variables included in the public use data set. Variables starting with the letter c followed by a number are general questions asked of all firms. Variables starting with an s followed by a number are STC-specific questions asked only of firms that identified themselves as participating in the program. Variables starting with the letter r followed by a number were appended onto the survey data from UI records.

Questions were asked identically to employers in all states with one exception. Questions so1 and so1a were asked to employers in Florida and New York. These questions were updated in later surveys and asked as questions s1, s1a, s1b, and s1c to employers in California, Kansas and Washington.

States can be identified through the unique company id number (variable CSID). The first letter of this variable corresponds to the first letter of the state name.

>csid< UNIQUE COMPANY IDENTIFIER. FIRST LETTER INDICATES STATE.

>c2< HOW MANY YEARS HAS YOUR COMPANY BEEN IN BUSINESS?

<0-999> Years

>c3< IS YOUR COMPANY PRIVATELY (OR CLOSELY) HELD COMPANY OR A PUBLIC COMPANY?

<1> Privately / Closely Held

<2> Public

>c4< HOW MANY EMPLOYEES DOES YOUR COMPANY HAVE AT ALL OF ITS LOCATIONS WITHIN CALIFORNIA?

<1-9999> Number of Employees

>c5< HOW MANY EMPLOYEES DID YOUR COMPANY HAVE AT ALL OF ITS LOCATIONS WITHIN THE STATE IN 1992?

<1-9999> Number of Employees

>c8< WHAT PERCENT OF THOSE EMPLOYEES IN 1992 WERE IN MANAGEMENT?

<0-100> Percent

>c9< WHAT PERCENT OF THOSE EMPLOYEES IN 1992 WERE PROFESSIONALS OR DID TECHNICAL WORK?

<0-100> Percent

>c10< WHAT PERCENT OF THOSE EMPLOYEES IN 1992 DID CLERICAL WORK?

<0-100> Percent

>c11< WHAT PERCENT OF THOSE EMPLOYEES IN 1992 DID PRODUCTION, SEMI- OR UNSKILLED WORK?

<0-100> Percent

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>c12< WHAT WAS THE AVERAGE WAGE OR SALARY FOR TECHNICAL OR PROFESSIONAL EMPLOYEES IN 1992?

<100-99999999> \$1.00 thru \$999,999.99

>c12a< UNIT OF REPORTING

<1> Per Hour
<2> Per Week
<3> Per Month
<4> Per Year

>c13< WHAT WAS THE AVERAGE WAGE OR SALARY FOR CLERICAL OR SALES EMPLOYEES IN 1992?

<100-99999999> \$1.00 thru 999,999.99

>c13a<UNIT OF REPORTING

<1> Per Hour
<2> Per Week
<3> Per Month
<4> Per Year

>c14< WHAT WAS THE AVERAGE WAGE OR SALARY FOR PRODUCTION, SEMI-SKILLED OR UNSKILLED EMPLOYEES IN 1992?

<100-99999999> \$1.00 thru 999,999.99

>c14a<UNIT OF REPORTING

<1> Per Hour
<2> Per Week
<3> Per Month
<4> Per Year

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>c15< ARE THESE RATES GENERALLY HIGHER THAN THE INDUSTRY AVERAGE,
LOWER, OR ABOUT THE SAME?

- <1> Higher
- <2> Lower
- <3> About the Same

>c16< HAS YOUR COMPANY MADE ANY MAJOR ADJUSTMENTS IN ITS RATE
STRUCTURE (SIGNIFICANTLY ABOVE OR BELOW COST-OF-LIVING INCREASES)
SINCE 1992?

- <1> Adjusted Upward
- <2> Adjusted Downward
- <3> No Major Change

>c17< WHAT PERCENT OF THE 1992 EMPLOYEES WERE FEMALE?

<0-100> Percent

>c19< WHAT PERCENT OF THOSE EMPLOYEES IN 1992 WERE UNDER 25 YEARS OLD?

<0-100> Percent

>c20< WHAT PERCENT OF THOSE EMPLOYEES IN 1992 WERE AGES 25 TO 40?

<0-100> Percent

>c21< WHAT PERCENT OF THOSE EMPLOYEES IN 1992 WERE AGES 41 TO 60?

<0-100> Percent

>c22< WHAT PERCENT OF THOSE EMPLOYEES IN 1992 WERE OVER 60 YEARS OLD?

<0-100> Percent

>c24< WHAT PERCENT WERE OF THOSE EMPLOYEES IN 1992 WERE WHITE (NON-
HISPANIC)?

<0-100> Percent

>c25< WHAT PERCENT WERE OF THOSE EMPLOYEES IN 1992 WERE BLACK (NON-HISPANIC)?

<0-100> Percent

>c26< WHAT PERCENT WERE OF THOSE EMPLOYEES IN 1992 WERE HISPANIC?

<0-100> Percent

>c27< WHAT PERCENT OF THOSE EMPLOYEES IN 1992 WERE ASIAN OR PACIFIC ISLANDERS?

<0-100> Percent

>c28< WHAT PERCENT OF THOSE EMPLOYEES IN 1992 WERE AMERICAN INDIANS OR ALASKAN NATIVES?

<0-100> Percent

>c28b< WHAT PERCENT OF THOSE EMPLOYEES IN 1992 WERE FROM OTHER ETHNIC GROUPS?

<0-100> Percent

>c30< WHAT PERCENT OF THOSE EMPLOYEES IN 1992 HAD WORKED FOR YOUR COMPANY FOR LESS THAN 2 YEARS?

<0-100> Percent

>c31< WHAT PERCENT OF THOSE EMPLOYEES IN 1992 HAD WORKED FOR YOUR COMPANY FOR 2 TO 10 YEARS?

<0-100> Percent

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>c32< WHAT PERCENT OF THOSE EMPLOYEES IN 1992 HAD WORKED FOR YOUR COMPANY FOR 11 TO 20 YEARS?

<0-100> Percent

>c33< WHAT PERCENT OF THOSE EMPLOYEES IN 1992 HAD WORKED FOR YOUR COMPANY FOR MORE THAN 20 YEARS?

<0-100> Percent

>c34< IN 1992, HOW MANY HOURS WAS YOUR BASIC WORKWEEK FOR NON-MANAGEMENT EMPLOYEES, EXCLUDING ANY OVERTIME AND INCLUDING LUNCH IF IT IS PAID? (Not including periods of reduced hours)

<1-99> Hours

>c35< PLEASE TRY TO ESTIMATE THE TOTAL HOURS OF TEMPORARY WORKER TIME DURING AN AVERAGE WEEK. FOR EXAMPLE, IF YOU HAD 10 TEMPORARY EMPLOYEES AND EACH WORKED 40 HOURS, THE TOTAL NUMBER OF HOURS WOULD BE 400.

<0-9999> Hours

>c36< ANNUAL SALES OR REVENUES FOR THE FULL 12-MONTH YEAR, EITHER CALENDAR YEAR OR FISCAL YEAR 1992.

<1-999999999> Dollars

>c37< DURING THAT YEAR, DID YOUR COMPANY....

<1> SHOW A PROFIT?

<2> BREAK EVEN?

<3> LOSE MONEY?

>c38< DID YOU OFFER ANY OF YOUR EMPLOYEES IN 1992 HEALTH INSURANCE?

- <1> Yes
- <2> No [goto c40]

>c39< WHAT PERCENT OF YOUR EMPLOYEES IN 1992 WERE ELIGIBLE FOR HEALTH INSURANCE?

<1-100> Percent

>c40< DID YOU OFFER ANY OF YOUR EMPLOYEES IN 1992 A RETIREMENT PLAN?

- <1> Yes
- <2> No [goto c42]

>c41< WHAT PERCENT OF YOUR EMPLOYEES IN 1992 WERE ELIGIBLE FOR A RETIREMENT OR PENSION PLAN?

<1-100> Percent

>c42< WHAT WAS THE TOTAL VALUE ALL FRINGE BENEFITS, AS EXPRESSED AS A PERCENTAGE OF ANNUAL PAY?

<1-100> Percent

>c43< WHAT PERCENT OF YOUR COMPANY'S EMPLOYEES IN 1992 WERE COVERED BY A COLLECTIVE BARGAINING AGREEMENT?

<0-100> Percent

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>c44< DOES YOUR BUSINESS HAVE SEASONAL VARIATIONS IN PRODUCTION SUCH THAT YOU HAVE PEAK OR SLACK PERIODS AT CERTAIN PREDICTABLE TIMES OF THE YEAR?

- <1> Yes, Seasonal
- <2> No [goto c46]

>c45< CHOOSE TWO QUARTERS OF 1994: ONE WHEN YOU EMPLOYED THE LEAST AND ONE WHEN YOU EMPLOYED MOST NUMBER OF EMPLOYEES. HOW MUCH OF AN INCREASE WAS THERE FROM THE LEAST TO MOST, EXPRESSED AS A PERCENTAGE?

<1-100> Percent

>c46< IN 1992, DID ANY OF YOUR EMPLOYEES WORK OVERTIME HOURS FOR WHICH THEY WERE PAID?

- <1> Yes
- <2> No

>c47< DID YOU HAVE ANY LAYOFFS IN 1994? (PLEASE COUNT EACH LAYOFF OR CALLBACK AS A DISCRETE EVENT, EVEN IF THE SAME WORKER WAS LAID OFF MORE THAN ONCE.)

- <1> Yes
- <2> No [goto c52]

>c48< HOW MANY EMPLOYEES WERE LAID OFF IN 1994?

<1-99999> Employees

>c50< HOW MANY OF THOSE EMPLOYEES LAID OFF IN 1994 WERE CALLED BACK? (Whether or not they actually returned)

<0-99999> Employees

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>c51< HOW MANY OF THOSE EMPLOYEES RECALLED ACTUALLY RETURNED TO WORK?

<0-99999> Employees

>c52< DID YOU HAVE ANY LAYOFFS IN 1993? (PLEASE COUNT EACH LAYOFF OR CALLBACK AS A DISCRETE EVENT, EVEN IF THE SAME WORKER WAS LAID OFF MORE THAN ONCE.)

<1> Yes

<2> No [goto c57]

>c53< HOW MANY EMPLOYEES WERE LAID OFF IN 1993?

<1-99999> Employees

>c55< HOW MANY OF THOSE EMPLOYEES LAID OFF IN 1993 WERE CALLED BACK? (Whether or not they actually returned to work)

<0-99999> Employees

>c56< HOW MANY OF THOSE RECALLED IN 1993 ACTUALLY RETURNED TO WORK?

<0-99999> Employees

>c57< IN 1992, DID YOU HAVE ANY LAYOFFS? (PLEASE COUNT EACH LAYOFF OR CALLBACK AS A DISCRETE EVENT, EVEN IF THE SAME WORKER WAS LAID OFF MORE THAN ONCE.)

<1> Yes

<2> No [goto c62]

>c58< HOW MANY EMPLOYEES WERE LAID OFF IN 1992?

<1-99999> Employees

>c60< HOW MANY OF THOSE EMPLOYEES LAID OFF IN 1992 WERE CALLED BACK? (Whether or not they actually returned)

<0-99999> Employees

>c61< HOW MANY OF THOSE RECALLED ACTUALLY RETURNED TO WORK?

<0-99999> Employees

>c62< WERE CERTAIN CATEGORIES OF EMPLOYEES -- SUCH AS MANAGEMENT OR CLERICAL EMPLOYEES -- AT RISK OF LAYOFF IN 1992?

<1> Yes
<2> No [goto c63]

>c62a< WERE MANAGEMENT EMPLOYEES MORE AT RISK OF LAYOFFS IN 1992?

<1> Yes
<2> No

>c62b< WERE TECHNICAL, PROFESSIONAL, OR HIGH SKILLED EMPLOYEES MORE AT RISK OF LAYOFF IN 1992?

<1> Yes
<2> No

>c62c< WERE CLERICAL EMPLOYEES MORE AT RISK OF LAYOFF IN 1992?

<1> Yes
<2> No

>c62d< WERE PRODUCTION, SEMI-SKILLED OR UNSKILLED EMPLOYEES MORE AT RISK OF LAYOFF IN 1992?

<1> Yes
<2> No

>c63< WERE 1992 EMPLOYEES WHO HAD BEEN WITH THE COMPANY A CERTAIN NUMBER OF YEARS MORE AT RISK OF LAYOFF?

<1> Yes
<2> No [goto c68]

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>c64< WERE 1992 EMPLOYEES WHO HAD BEEN WITH THE COMPANY LESS THAN 2 YEARS MORE AT RISK OF LAYOFF?

- <1> Yes
- <2> No

>c65< WERE 1992 EMPLOYEES WHO HAD BEEN WITH THE COMPANY 2 TO MORE AT RISK OF LAYOFF?

- <1> Yes
- <2> No

>c66< WERE 1992 EMPLOYEES WHO HAD BEEN WITH THE COMPANY 11 TO 20 YEARS MORE AT RISK OF LAYOFF?

- <1> Yes
- <2> No

>c67< WERE 1992 EMPLOYEES WHO HAD BEEN WITH THE COMPANY OVER 20 YEARS MORE AT RISK OF LAYOFF?

- <1> Yes
- <2> No

>c68< WOULD YOU SAY THAT EITHER MALE OR FEMALE EMPLOYEES IN 1992 WERE AT GREATER RISK OF LAYOFFS, OR WAS THE RISK ABOUT THE SAME?

- <1> Males
- <2> Females
- <3> Same

>c69< WERE EMPLOYEES IN CERTAIN AGE GROUPS MORE AT RISK OF LAYOFF IN 1992?

- <1> Yes
- <2> No [goto c70]

>c69a< WERE EMPLOYEES UNDER AGE 25 MORE AT RISK OF LAYOFF IN 1992?

<1> Yes

<2> No

>c69b< WERE EMPLOYEES AGES 25 TO 40 MORE AT RISK OF LAYOFF IN 1992?

<1> Yes

<2> No

>c69c< WERE EMPLOYEES AGES 41 TO 60 MORE AT RISK OF LAYOFF IN 1992?

<1> Yes

<2> No

>c69d< WERE EMPLOYEES OVER AGE 60 MORE AT RISK OF LAYOFF IN 1992?

<1> Yes

<2> No

>c70< WERE EMPLOYEES IN CERTAIN ETHNIC GROUPS MORE AT RISK OF LAYOFF IN 1992?

<1> Yes

<2> No [goto s1]

>c71< WERE WHITE (NON-HISPANIC) EMPLOYEES MORE AT RISK OF LAYOFF IN 1992?

<1> Yes

<2> No

>c72< WERE BLACK (NON-HISPANIC) EMPLOYEES MORE AT RISK OF LAYOFF IN 1992?

<1> Yes

<2> No

>c73< WERE HISPANIC EMPLOYEES MORE AT RISK OF LAYOFF IN 1992?

<1> Yes

<2> No

>c74< WERE ASIAN AND PACIFIC ISLANDER EMPLOYEES MORE AT RISK OF LAYOFF
IN 1992?

<1> Yes

<2> No

>c75< WERE AMERICAN INDIAN OR ALASKAN NATIVE EMPLOYEES MORE AT RISK OF
LAYOFF IN 1992?

<1> Yes

<2> No

>c76< WERE ANY OTHER ETHNIC GROUPS MORE AT RISK OF LAYOFFS IN 1992?

<1> Yes

<2> No

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The following variables starting with the letter r were appended to the survey data from UI records.

>r1<	NUMBER OF STC CLAIMANTS IN 1992	<1-999>	Employees
>r2<	NUMBER OF NEW STC CLAIMANTS IN 1992	<1-999>	Employees
>r3<	PERCENT OF PROGRAM PARTICIPANTS THAT WERE MALE?	<1-100>	Percent
>r4<	PERCENT OF PROGRAM PARTICIPANTS THAT WERE WHITE?	<1-100>	Percent
>r5<	PERCENT OF PROGRAM PARTICIPANTS THAT WERE BLACK?	<1-100>	Percent
>r6<	PERCENT OF PROGRAM PARTICIPANTS THAT WERE HISPANIC?	<1-100>	Percent
>r7<	PERCENT OF PROGRAM PARTICIPANTS THAT WERE ASIAN?	<1-100>	Percent
>r8<	PERCENT OF PROGRAM PARTICIPANTS THAT WERE NATIVE AMERICAN?	<1-100>	Percent
>r8a<	PERCENT OF PROGRAM PARTICIPANTS THAT WERE UNKNOWN ETHNIC ORIGIN?	<1-100>	Percent

>r9< PERCENT OF PROGRAM PARTICIPANTS THAT WERE UNDER AGE 25?

<1-100> Percent

>r10< PERCENT OF PROGRAM PARTICIPANTS THAT WERE AGES 25-40?

<1-100> Percent

>r11< PERCENT OF PROGRAM PARTICIPANTS THAT WERE AGES 21-60?

<1-100> Percent

>r12< PERCENT OF PROGRAM PARTICIPANTS THAT WERE OVER AGE 60?

<1-100> Percent

>r14< FIRM HAS STC PLAN APPROVED IN 1992

<0> No

<1> Yes

>r15< FIRM HAS 4+ QUARTERS OF STC CHARGES IN 1992

<0> No

<1> Yes

>r16< FIRM HAS 12+ QUARTERS OF STC CHARGES BETWEEN 1991 AND 1993

<0> No

<1> Yes

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CA, KS and WA were asked questions s1, s1a, s1b, s1c.

FL and NY were asked questions so1 and so1a

>s1< OUR RECORDS SHOW THAT IN 1992 YOUR COMPANY FILED A WORK SHARE PLAN AND THAT PLAN WAS APPROVED. IS THAT CORRECT?

<1> Yes [goto s1b]

<2> No

>s1a< IT IS POSSIBLE THAT WE OR THE STATE UNEMPLOYMENT OFFICE MADE A MISTAKE. HOWEVER, ARE YOU ABSOLUTELY SURE THAT IN 1992 YOUR COMPANY DID NOT FILE AND HAVE APPROVED A WORK SHARE PROGRAM PLAN?

<1> Yes [goto end]

<2> No

>s1b< DID ANY OF YOUR EMPLOYEES SUBMIT A CLAIM WITH THE WORK SHARE PROGRAM?

<1> Yes [goto s2]

<2> No

>s1c< IT IS POSSIBLE THAT WE OR THE STATE UNEMPLOYMENT OFFICE MADE A MISTAKE. HOWEVER, ARE YOU ABSOLUTELY SURE THAT IN 1992 NOT ONE OF YOUR EMPLOYEES SUBMITTED A CLAIM WITH THE WORK SHARE PROGRAM?

<1> Yes [goto end]

<2> No

>so1< DID YOUR COMPANY FILE A PLAN AND DID AT LEAST ONE EMPLOYEE SUBMIT A CLAIM IN 1992?

<1> Yes -- Filed Plan and Claims Submitted [goto s2]

<2> No -- Plan Filed, but No Claims Submitted [goto so1a]

<3> No -- No Plan Filed [goto so1a]

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>so1a< IT IS POSSIBLE THAT WE OR YOUR STATE UNEMPLOYMENT OFFICE MADE A MISTAKE. HOWEVER, ARE YOU ABSOLUTELY SURE THAT IN 1992 YOUR COMPANY DID NOT FILE A (program) PLAN AND NOT ONE EMPLOYEE FILED A CLAIM?

- <1> Yes [goto end
- <2> No [goto s2]

>s2< ABOUT WHEN -- WHICH MONTH AND YEAR -- DID YOU FIRST HEAR ABOUT THE PROGRAM?

(mmyy) or (year)

>s3< FROM WHAT SOURCE(S) DID YOU INITIALLY HEAR ABOUT THE PROGRAM?

- <1> Mailed Notice
- <2> Other Direct Communication from (Agency)
- <3> From Other Employers or Trade Association
- <4> Other Word-of-mouth or Informal Source Such as Family or Friend

>s4< DID YOU HAVE ANY DIFFICULTY IN GETTING INFORMATION YOU NEEDED ABOUT THE PROGRAM EITHER BEFORE OR AFTER YOU BEGAN PARTICIPATING?

- <1> Yes
- <2> No [goto s5]

ADVANTAGES OR POSSIBLE REASONS FOR PARTICIPATING:

>s5a< THE PROGRAM ALLOWS YOUR COMPANY FLEXIBILITY IN ADJUSTING EMPLOYMENT LEVELS TO DEMAND.

- <1> Important
- <2> Somewhat Important
- <3> Not Important

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>s6< THE PROGRAM ALLOWS YOUR COMPANY TO RETAIN VALUED EMPLOYEES.

- <1> Important
- <2> Somewhat Important
- <3> Not Important

>s7< YOUR COMPANY HAS SUCCESSFULLY USED PROGRAM AT AN EARLIER TIME.

- <1> Important
- <2> Somewhat Important
- <3> Not Important

>s8< THE PROGRAM ALLOWS YOUR COMPANY TO AVOID DISRUPTION TO BUSINESS OPERATION OR PRODUCTION PROCESS.

- <1> Important
- <2> Somewhat Important
- <3> Not Important

>s9< THE PROGRAM REDUCES OR ELIMINATES THE COSTS ASSOCIATED WITH HIRING OR RE-HIRING.

- <1> Important
- <2> Somewhat Important
- <3> Not Important

>s10< THE PROGRAM ALLOWS EMPLOYEES TO RETAIN BENEFITS.

- <1> Important
- <2> Somewhat Important
- <3> Not Important

>s11< THE PROGRAM GIVES A LARGER NUMBER OF EMPLOYEES SOME EMPLOYMENT.

- <1> Important
- <2> Somewhat Important
- <3> Not Important

>s12< THE PROGRAM MAINTAINS EMPLOYEE MORALE.

- <1> Important
- <2> Somewhat Important
- <3> Not Important

>s13< THE PROGRAM GIVES EMPLOYEES MORE FREE TIME.

- <1> Important
- <2> Somewhat Important
- <3> Not Important

>s13a< ARE THERE OTHER BENEFITS OF PROGRAM THAT WERE NOT COVERED HERE?

- <1> Yes
- <2> No

DISADVANTAGES OR REASONS FOR NOT PARTICIPATING IN THE PROGRAM:

>s14< YOUR COMPANY WAS CONCERNED ABOUT A POSSIBLE INCREASE IN THE UI TAX RATE.

- <1> Important
- <2> Somewhat Important
- <3> Not Important

>s15< YOUR COMPANY THOUGHT IT WOULD RESULT IN HIGHER FRINGE BENEFIT COSTS.

- <1> Important
- <2> Somewhat Important
- <3> Not Important

>s16< YOUR COMPANY SAW THE PROGRAM RULES AS TOO INFLEXIBLE.

- <1> Important
- <2> Somewhat Important
- <3> Not Important

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>s17< YOUR COMPANY THOUGHT THE BENEFIT PERIOD FOR EMPLOYEES WAS TOO SHORT.

- <1> Important
- <2> Somewhat Important
- <3> Not Important

>s18< YOUR COMPANY WAS CONCERNED ABOUT THE ADMINISTRATIVE BURDEN ASSOCIATED WITH PROGRAM.

- <1> Important
- <2> Somewhat Important
- <3> Not Important

>s19< THERE WAS UNION OPPOSITION OR YOUR COMPANY THOUGHT THERE MIGHT BE.

- <1> Important
- <2> Somewhat Important
- <3> Not Important

>s20< THERE WAS WORKER OPPOSITION OR YOUR COMPANY THOUGHT THERE MIGHT BE.

- <1> Important
- <2> Somewhat Important
- <3> Not Important

>s21< YOUR COMPANY WAS CONCERNED ABOUT POSSIBLE HIGHER TURNOVER AMONG EMPLOYEES.

- <1> Important
- <2> Somewhat Important
- <3> Not Important

>s22< POSSIBLE INEFFICIENCY IN PRODUCTION PROCESS OR BUSINESS OPERATIONS.

- <1> Important
- <2> Somewhat Important
- <3> Not Important

>s22a< ARE THERE OTHER DISADVANTAGES OF THE PROGRAM THAT WERE NOT COVERED HERE?

- <1> Yes
- <2> No

EXPERIENCES WITH SPECIFIC ASPECTS OF PROGRAM:

>s23< DID YOUR UNEMPLOYMENT INSURANCE TAX RATE INCREASE AS A RESULT OF PARTICIPATING IN PROGRAM?

- <1> Yes
- <2> No [goto s26]

>s24< DID YOU CONSIDER THIS INCREASE TO BE RELATIVELY LARGE OR RELATIVELY MODEST?

- <1> Large
- <2> Modest

>s25< DID YOU FIND THIS TO BE...

- <1> A SERIOUS DRAWBACK
- <2> A SLIGHT DRAWBACK
- <3> NOT A DRAWBACK AT ALL

>s26< DID YOUR COMPANY FIND THE PROGRAM TOO RESTRICTIVE IN TERMS OF...

HOW MANY HOURS COULD BE REDUCED

HOW LONG EMPLOYEES COULD BE ON THE PROGRAM, OR

HOW FLEXIBLE YOU COULD BE IN ADJUSTING HOURS OR
THE NUMBER OF EMPLOYEES ON THE PLAN?

- <1> Yes
- <2> No [goto s35]

>s2a< MINIMUM NUMBER OF HOURS OF WORK REDUCTION REQUIRED?

- <1> Serious Drawback
- <2> Slight Drawback
- <3> Not a Drawback at All

>s28< MAXIMUM NUMBER OF HOURS OF WORK REDUCTION ALLOWED?

- <1> Serious Drawback
- <2> Slight Drawback
- <3> Not a Drawback at All

>s29< MAXIMUM MONTHS COMPANY COULD PARTICIPATE?

- <1> Serious Drawback
- <2> Slight Drawback
- <3> Not a Drawback at All

>s30< MAXIMUM MONTHS AN INDIVIDUAL WORKER COULD PARTICIPATE?

- <1> Serious Drawback
- <2> Slight Drawback
- <3> Not a Drawback at All

>s31< MINIMUM NUMBER OF EMPLOYEES WITH REDUCED HOURS REQUIRED TO ENROLL?

- <1> Serious Drawback
- <2> Slight Drawback
- <3> Not a Drawback at All

>s32< LIMITS ON CHANGES COMPANY COULD MAKE TO PLAN AFTER APPROVAL?

- <1> Serious Drawback
- <2> Slight Drawback
- <3> Not a Drawback at All

>s33< LIMITS ON CHANGES AN INDIVIDUAL WORKER COULD MAKE IN CLAIM AFTER IT WAS INITIATED?

- <1> Serious Drawback
- <2> Slight Drawback
- <3> Not a Drawback at All

>s33a< WERE THERE OTHER SERIOUS DRAWBACKS THAT WERE NOT MENTIONED?

- <1> Yes
- <2> No

>s34< WHICH OF THE RESTRICTIONS I HAVE JUST LISTED DID YOU FIND TO BE THE GREATEST DRAWBACK TO THE PROGRAM?

- <1> Minimum Number of Hours
- <2> Maximum Number of Hours
- <3> Maximum Months Company Could Participate
- <4> Maximum Months Worker Could Participate
- <5> Minimum Number of Employees Required to Enroll
- <6> Limits on Changes Company Could Make to Plan after Approval
- <7> Limits on Changes a Worker Could Make in Claim after Initiated
- <8> Other

>s35< DID YOUR COMPANY FIND ADMINISTRATIVE TASKS ASSOCIATED WITH PROGRAM TO BE BURDENSOME?

- <1> Yes
- <2> No [goto s41]

IN WHAT WAYS WERE THE ADMINISTRATIVE TASKS WERE BURDENSOME?

>s36a< PREPARATION OF FORMS?

- <1> Serious Drawback
- <2> Slight Drawback
- <3> Not a Drawback

>s37< SCHEDULING?

- <1> Serious Drawback
- <2> Slight Drawback
- <3> Not a Drawback

>s38< FRINGE BENEFIT REDUCTION?

- <1> Serious Drawback
- <2> Slight Drawback
- <3> Not a Drawback

>s39< ADDITIONAL ACCOUNTING TASKS?

- <1> Serious Drawback
- <2> Slight Drawback
- <3> Not a Drawback

>s39a< ARE THERE OTHER ADMINISTRATIVE TASKS THAT WERE BURDENSOME BUT NOT MENTIONED HERE?

- <1> Yes
- <2> No

>s40< WHICH OF THE POSSIBLE BURDENS I HAVE JUST LISTED DID YOU FIND TO BE THE GREATEST DRAWBACK TO THE PROGRAM?

- <1> Preparation of Forms
- <2> Scheduling
- <3> Fringe Benefit Reduction
- <4> Additional Accounting Tasks
- <5> Other

>s41< WHAT WAS THE AVERAGE PERCENT REDUCTION IN EMPLOYEE WORK HOURS?

- <0-100> Percent

>s42< DID THE PERCENT REDUCTION EVER FLUCTUATE DURING THE COURSE OF THE PROGRAM?

- <1> Yes, Fluctuated
- <2> No, Stayed Same

>s43< HOW MANY EMPLOYEES WERE PARTICIPATING IN THE PROGRAM DURING A TYPICAL WEEK?

- <1-99999> Employees

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>s44< DID THE NUMBER OF EMPLOYEES FLUCTUATE DURING THE COURSE OF THE PROGRAM?

- <1> Yes, Fluctuated
- <2> No, Stayed Same

>s45< WHAT WAS THE TOTAL NUMBER OF EMPLOYEES ACTUALLY PUT ON REDUCED HOURS DURING THE COURSE OF THIS PLAN?

<1-99999> Employees

>s46< FOR EMPLOYEES IN THE PROGRAM, WERE ANY OF THEIR FRINGE BENEFITS REDUCED OR ELIMINATED BECAUSE THEY WORKED FEWER HOURS?

- <1> Yes, Eliminated Some Benefits
- <2> Yes, Reduced Benefits
- <3> No, Full Benefits [goto s50]
- <4> Company Has No Fringe Benefits [goto s50]

>s47< WERE HEALTH BENEFITS AFFECTED?

- <1> Yes
- <2> No

>s48< WERE PENSION OR RETIREMENT BENEFITS AFFECTED?

- <1> Yes
- <2> No

>s49< WERE HOLIDAY OR VACATION PAY BENEFITS AFFECTED?

- <1> Yes
- <2> No

>s49a< WERE OTHER BENEFITS AFFECTED?

- <1> Yes
- <2> No

CHARACTERISTICS OF THE EMPLOYEES WHO PARTICIPATED IN PROGRAM:

>s50< WHAT PERCENT OF PROGRAM PARTICIPANTS WERE MANAGEMENT?

<0-100> Percent

>s51< WHAT PERCENT OF PROGRAM PARTICIPANTS WERE TECHNICAL OR PROFESSIONAL EMPLOYEES?

<0-100> Percent

>s52< WHAT PERCENT OF PROGRAM PARTICIPANTS WERE CLERICAL OR SALES EMPLOYEES?

<0-100> Percent

>s53< WHAT PERCENT OF PROGRAM PARTICIPANTS WERE PRODUCTION, SEMI-SKILLED, OR UNSKILLED EMPLOYEES?

<0-100> Percent

>s64< WHAT PERCENT OF PROGRAM PARTICIPANTS HAD BEEN WITH YOUR COMPANY FOR LESS THAN 2 YEARS?

<0-100> Percent

>s65< WHAT PERCENT OF PROGRAM PARTICIPANTS HAD BEEN WITH YOUR COMPANY FOR 2 TO 10 YEARS?

<0-100> Percent

>s66< WHAT PERCENT OF PROGRAM PARTICIPANTS HAD BEEN WITH YOUR COMPANY FOR 11 TO 20 YEARS?

<0-100> Percent

>s67< WHAT PERCENT OF PROGRAM PARTICIPANTS HAD BEEN WITH YOUR COMPANY FOR MORE THAN 20 YEARS?

<0-100> Percent

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>s68< IF YOUR COMPANY HAD NOT PARTICIPATED IN THE PROGRAM AT THAT TIME, DO YOU THINK YOUR COMPANY WOULD HAVE LAID EMPLOYEES OFF (OR) LAID OFF MORE EMPLOYEES THAN YOU ACTUALLY DID?

- <1> Yes
- <2> No [goto s72]

>s69< WOULD LAYOFFS HAVE BEEN TEMPORARY OR PERMANENT?

- <1> Temporary
- <2> Permanent

>s70< HOW MANY EMPLOYEES DO YOU THINK WOULD HAVE BEEN LAID OFF?

<1-99999> Employees

>s71< EARLIER WE TALKED ABOUT PARTICULAR GROUPS OF EMPLOYEES -- AGE, GENDER OR SEX, RACE OR ETHNICITY, NUMBER OF YEARS WITH THE COMPANY -- OF THOSE GROUPS, WERE THERE ANY THAT, IF YOUR COMPANY HAD NOT PARTICIPATED IN THE PROGRAM, WOULD HAVE BEEN IN PARTICULAR DANGER OF BEING LAID OFF?

- <1> Yes
- <2> No [goto s72]

>s72< DURING THE TIME YOUR COMPANY WAS PARTICIPATING IN THE PROGRAM, DID YOU FIND IT NECESSARY TO LAY OFF ANY EMPLOYEES?

- <1> Yes
- <2> No [goto s74]

>s73< HOW MANY EMPLOYEES WERE LAID OFF WHEN YOUR COMPANY WAS PARTICIPATING IN THE PROGRAM?

<1-99999> Employees

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>s74< AFTER YOUR COMPANY'S PARTICIPATION IN THE PROGRAM HAD ENDED, DID YOU FIND IT NECESSARY TO LAYOFF ANY EMPLOYEES?

- <1> Yes
- <2> No [goto s77]

>s75< IN THE THREE-MONTH PERIOD AFTER PROGRAM PARTICIPATION ENDED, HOW MANY EMPLOYEES WERE LAID OFF?

<1-99999> Employees

>s76< HOW MANY, IF ANY, OF THESE EMPLOYEES HAD PARTICIPATED IN THE PROGRAM?

<1-99999> Employees

>s77< WHILE THE PROGRAM WAS IN EFFECT, DID ANY EMPLOYEES LEAVE VOLUNTARILY?

- <1> Yes
- <2> No [goto s81]

>s78< HOW MANY EMPLOYEES LEFT VOLUNTARILY?

<1-99999> Employees

>s79< DID ANY OF THESE EMPLOYEES SAY THAT THEY WERE LEAVING BECAUSE YOUR COMPANY HAD PARTICIPATED IN THE PROGRAM?

- <1> Yes
- <2> No [goto s81]

>s80< HOW MANY SAID THEY WERE LEAVING BECAUSE YOUR COMPANY PARTICIPATED IN THE PROGRAM?

<1-99999> Employees

s81< PRIOR TO THE TIME YOU ACTUALLY PARTICIPATED IN THE PROGRAM, WOULD YOU SAY YOUR EMPLOYEES' REACTION TO THE PROGRAM WAS...

- <1> HIGHLY FAVORABLE?
- <2> MODERATELY FAVORABLE?
- <3> NEUTRAL? [goto s93]
- <4> MODERATELY OPPOSED? [goto s87]
- <5> HIGHLY OPPOSED? [goto s87]

FAVORABLE REACTIONS EMPLOYEES GAVE PRIOR TO PROGRAM PARTICIPATION:

>s82< INCREASE IN JOB SECURITY?

- <1> Yes
- <2> No

>s83< FAIRNESS?

- <1> Yes
- <2> No

>s84< PAY DURING LEISURE TIME?

- <1> Yes
- <2> No

>s85< CONTINUITY OF FRINGE BENEFITS?

- <1> Yes
- <2> No

>s86< POSITIVE WORKPLACE MORALE?

- <1> Yes
- <2> No

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>s86a< WERE OTHER REASONS WERE GIVEN?

<1> Yes

<2> No

OBJECTIONS YOUR EMPLOYEES HAD PRIOR TO PROGRAM PARTICIPATION:

>s87< REDUCED EARNINGS?

- <1> Yes
- <2> No

>s88< UNFAIR TO SENIOR OR HIGH PERFORMANCE EMPLOYEES?

- <1> Yes
- <2> No

>s89< MAKES WORK SCHEDULES UNPREDICTABLE?

- <1> Yes
- <2> No

>s90< WILL BE USED TO INCREASE WORKER PRODUCTIVITY?

- <1> Yes
- <2> No

>s91< BURDEN OF FILING CLAIMS?

- <1> Yes
- <2> No

>s92< IMPACT ON FRINGE BENEFITS?

- <1> Yes
- <2> No

>s92a< WERE OTHER OBJECTIONS MENTIONED?

<1> Yes

<2> No

>s93< AFTER PARTICIPATION, WOULD YOU SAY THAT THE EMPLOYEES IN THE PROGRAM APPEARED TO BE...

<1> HIGHLY FAVORABLE?

<2> MODERATELY FAVORABLE?

<3> NEUTRAL OR NO OPINION? [goto 104b]

<4> MODERATELY OPPOSED? [goto s99]

<5> HIGHLY OPPOSED? [goto s99]

REASONS EMPLOYEES GAVE FOR THEIR FAVORABLE REACTIONS AFTER PROGRAM PARTICIPATION:

>s94< INCREASE IN JOB SECURITY?

<1> Yes

<2> No

>s95< FAIRNESS?

<1> Yes

<2> No

>s96< PAY DURING LEISURE TIME?

<1> Yes

<2> No

>s97< CONTINUITY OF FRINGE BENEFITS?

<1> Yes

<2> No

>s98< POSITIVE WORKPLACE MORALE?

<1> Yes

<2> No

>s98a< WERE THERE OTHER REASONS EMPLOYEES GAVE THAT ARE NOT LISTED
HERE?

<1> Yes

<2> No

OBJECTIONS EMPLOYEES VOICED ABOUT THE PROGRAM AFTER PROGRAM
PARTICIPATION:

>s99< DID THEY OBJECT TO REDUCED EARNINGS?

<1> Yes

<2> No

>s100< UNFAIR TO SENIOR EMPLOYEES?

<1> Yes

<2> No

>s101< MAKES WORK SCHEDULES UNPREDICTABLE?

<1> Yes

<2> No

>s102< USED TO REQUIRE EMPLOYEES TO SPEED UP WORK?

<1> Yes

<2> No

>s103< BURDEN OF FILING CLAIMS?

<1> Yes

<2> No

>s104< IMPACT ON FRINGE BENEFITS?

<1> Yes

<2> No

>s104a< WERE OTHER OBJECTIONS RAISED THAT ARE NOT LISTED HERE?

<1> Yes

<2> No

>s105< WERE ANY OF THE EMPLOYEES WHO PARTICIPATED IN THE PROGRAM COVERED BY A COLLECTIVE BARGAINING AGREEMENT?

<1> Yes

<2> No [goto s129]

>s106< PRIOR TO THE TIME YOU PARTICIPATED IN THE PROGRAM, WOULD YOU SAY THE UNIONS' POSITION ON THE PROGRAM THE PROGRAM WAS...

<1> HIGHLY FAVORABLE?

<2> MODERATELY FAVORABLE?

<3> NEUTRAL? [goto s117]

<4> MODERATELY OPPOSED? [goto s111]

<5> HIGHLY OPPOSED? [goto s111]

FAVORABLE REACTIONS UNIONS GAVE PRIOR TO THE TIME YOU PARTICIPATED IN THE PROGRAM:

>s107< INCREASE IN JOB SECURITY?

<1> Yes

<2> No

>s108< FAIRNESS?

<1> Yes

<2> No

>s109< PAY DURING LEISURE TIME?

<1> Yes

<2> No

>109a< CONTINUITY OF FRINGE BENEFITS?

<1> Yes

<2> No

>s110< POSITIVE WORKPLACE MORALE?

<1> Yes

<2> No

>s110a< WERE THERE OTHER POSITIVE REACTIONS THAT AREN'T LISTED HERE?

<1> Yes

<2> No

OBJECTIONS UNIONS HAD PRIOR TO PROGRAM PARTICIPATION:

>s111< REDUCED EARNINGS?

<1> Yes

<2> No

>s112< UNFAIR TO SENIOR OR HIGH PERFORMANCE EMPLOYEES?

<1> Yes

<2> No

>s113< MAKES WORK SCHEDULES UNPREDICTABLE?

<1> Yes

<2> No

>s114< WILL BE USED TO REQUIRE EMPLOYEES TO SPEED UP WORK?

- <1> Yes
- <2> No

>s115< BURDEN OF FILING CLAIMS?

- <1> Yes
- <2> No

>s116< IMPACT ON FRINGE BENEFITS?

- <1> Yes
- <2> No

>s116a< WERE THERE OTHER OBJECTIONS RAISED THAT AREN'T LISTED HERE?

- <1> Yes
- <2> No

>s117< AFTER PROGRAM PARTICIPATION, WAS THE UNIONS' POSITION ON THE PROGRAM...

- <1> HIGHLY FAVORABLE?
- <2> MODERATELY FAVORABLE?
- <3> NEUTRAL? [goto s129]
- <4> MODERATELY OPPOSED? [goto s123]
- <5> HIGHLY OPPOSED? [goto s123]

FAVORABLE REACTIONS UNIONS HAD AFTER PROGRAM PARTICIPATION:

>s118< INCREASE IN JOB SECURITY?

- <1> Yes
- <2> No

>s119< FAIRNESS?

- <1> Yes
- <2> No

>s120< PAY DURING LEISURE TIME?

<1> Yes

<2> No

>s121< CONTINUITY OF FRINGE BENEFITS?

<1> Yes

<2> No

>s122< POSITIVE WORKPLACE MORALE?

<1> Yes

<2> No

>s122a< WERE OTHER REASONS GIVEN FOR FAVORABLE REACTIONS?

<1> Yes

<2> No

PRIMARY OBJECTIONS UNIONS HAD AFTER PROGRAM PARTICIPATION:

>s123< REDUCED EARNINGS?

<1> Yes

<2> No

>s124< UNFAIR TO SENIOR OR HIGH PERFORMANCE EMPLOYEES?

<1> Yes

<2> No

>s125< MAKES WORK SCHEDULES UNPREDICTABLE?

<1> Yes

<2> No

>s126< WILL BE USED TO INCREASE WORKER PRODUCTIVITY?

<1> Yes

<2> No

>s127< BURDEN OF FILING CLAIMS?

<1> Yes

<2> No

>s128< IMPACT ON FRINGE BENEFITS?

<1> Yes

<2> No

>s128a< WERE THERE OTHER OBJECTIONS RAISED THAT AREN'T LISTED HERE?

<1> Yes

<2> No

>s129< THE PROGRAM ALLOWED YOUR COMPANY TO RETAIN EMPLOYEES IT MIGHT OTHERWISE HAVE LOST THROUGH LAYOFFS.

<1> Strongly Agree

<2> Agree

<3> Neutral

<4> Disagree

<5> Strongly Disagree

>s130< REDUCED TURNOVER HAS MADE YOUR COMPANY MORE PRODUCTIVE OR PROFITABLE THAN IT WOULD HAVE BEEN IN THE ABSENCE OF PROGRAM?

<1> Strongly Agree

<2> Agree

<3> Neutral

<4> Disagree

<5> Strongly Disagree

>s131< IF YOUR COMPANY WERE TO NEED TO REDUCE ITS WORKFORCE AGAIN,
WOULD YOU BE LIKELY TO USE THE PROGRAM IN LIEU OF LAYOFFS?

- <1> Yes
- <2> No [goto s140]

REASONS FOR CHOOSING TO USE THE PROGRAM IN LIEU OF LAYOFFS:

>s132< FLEXIBILITY IN ADJUSTING EMPLOYMENT LEVELS TO DEMAND

- <1> Yes
- <2> No

>s133< RETAIN VALUED EMPLOYEES?

- <1> Yes
- <2> No

>s134< AVOID DISRUPTION TO BUSINESS OPERATIONS OR PRODUCTION PROCESS?

- <1> Yes
- <2> No

>s135< REDUCE OR ELIMINATE COSTS ASSOCIATED WITH HIRING OR REHIRING?

- <1> Yes
- <2> No

>s136< ALLOW EMPLOYEES TO RETAIN BENEFITS?

- <1> Yes
- <2> No

>s137< GIVE A LARGER NUMBER OF EMPLOYEES SOME EMPLOYMENT?

<1> Yes

<2> No

>s138< MAINTAIN EMPLOYEE MORALE?

<1> Yes

<2> No

>s139< GIVE EMPLOYEES MORE FREE TIME?

<1> Yes

<2> No

>s139a< ARE THERE OTHER REASONS THAT YOU MAY USE THE PROGRAM IN LIEU OF LAYOFFS THAT ARE NOT LISTED HERE?

<1> Yes

<2> No

REASONS FOR CHOOSING NOT TO USE THE PROGRAM IN LIEU OF LAYOFFS:

>s140< INCREASE IN UI TAX RATE?

<1> Yes

<2> No

>s141< HIGHER FRINGE BENEFIT COSTS?

<1> Yes

<2> No

>s142< PROGRAM RULES AS TOO INFLEXIBLE?

<1> Yes

<2> No

>s143< BENEFIT PERIOD FOR EMPLOYEES WAS TOO SHORT?

<1> Yes

<2> No

>s144< ADMINISTRATIVE BURDEN?

<1> Yes

<2> No

>s145< UNION OPPOSITION?

<1> Yes

<2> No

>s146< WORKER OPPOSITION?

<1> Yes

<2> No

>s147< HIGHER TURNOVER AMONG EMPLOYEES?

<1> Yes

<2> No

>s148< INEFFICIENCY IN PRODUCTION PROCESS OR BUSINESS OPERATIONS?

<1> Yes

<2> No

>s148a< ARE THERE OTHER REASONS THAT YOU WOULD CHOOSE NOT TO USE
THE PROGRAM IN LIEU OF LAYOFFS THAT AREN'T LISTED HERE?

<1> Yes

<2> No