

1724 Connecticut Avenue, NW
Washington, DC 20009
(202) 234-5570

Interviews: 1,000 voters
Dates: August 17-23, 2016

FINAL

Study #11818b
NELP Contract Work Online Survey
August 2016

46 Male
54 Female

Please note: all results are shown as percentages unless otherwise stated.

Hart Research Associates, a national public opinion research firm, is conducting a survey about issues facing the country today, and we would really appreciate the chance to get your opinions on a few questions. This is a public opinion survey. You will not be sold anything and your name and individual opinions will be kept confidential.

S1a. To make sure we have a representative sample, what is your age?

18-24	7
25-29	9
30-34	10
35-39	7
40-44	7
45-49	10
50-54	9
55-59	10
60-64	9
65-69	12
70-74	6
75 and over.....	4

S1b. What is the last grade that you completed in school?

Grade school.....	-
Some high school.....	2
High school graduate	32
Some college, no degree	22
Vocational training/2-year college	10
4-year college/bachelor's degree	20
Some graduate work, no degree	2
2-3 years' postgraduate work/master's degree	10
Doctoral/law degree	2

S2. Are you from a Hispanic or Spanish-speaking background? **(IF RESPONDENT SAYS "NO, NOT HISPANIC," ASK:) What racial or ethnic group best describes you?**

White	73
Black/African American.....	12
Hispanic or Latino	9
Asian or Asian-American	4
Native American	1
Mixed Race.....	1

S3. Are you currently registered to vote in **(STATE)**?

Yes, registered.....	100	CONTINUE
No, not registered	-	TERMINATE
Not sure	-	

S4. Which of the following best describes where you stand between the two political parties?

Strongly Republican.....	16
Leaning Republican.....	21
Completely independent.....	21
Leaning Democratic.....	19
Strongly Democratic.....	23
Total Republican	37
Total Democratic	42

1. Below are some more specific aspects of the economic situation today. For each one, please indicate whether you are very satisfied, somewhat satisfied, somewhat dissatisfied, or very dissatisfied with that aspect of the economy today.

THIS TABLE HAS BEEN RANKED BY THE PERCENTAGE WHO SAY VERY SATISFIED OR SOMEWHAT SATISFIED

	Total Satisfied	Total Dissatisfied	Very Satisfied	Somewhat Satisfied	Somewhat Dissatisfied	Very Dissatisfied
Availability of jobs *	40	60	7	33	33	27
Availability of good jobs with fair wages and benefits **	40	60	6	34	35	25
Wages and salaries **	38	62	5	33	38	24
People's ability to retire with security.....	28	72	4	24	34	38
Wages and salaries keeping up with the cost of living *	25	75	4	21	36	39
Healthcare costs	20	80	5	15	30	50

* Asked of one-half the respondents (FORMS A/B).

** Asked of one-half the respondents (FORMS C/D).

2. Generally speaking, how much would you say that you trust employers to treat their employees fairly--do you trust them a great deal, quite a bit, just some, or not much at all?

	<u>8/16</u>
Trust a great deal.....	6
Trust quite a bit.....	24
Trust just some.....	52
Do not trust much at all.....	18
Total Trust A Great Deal/Quite A Bit	30

3. Below is a list of issues some people say are problems related to jobs and employment today. Please rate how big of a problem you believe each is using the scale from 0 to 10, on which a 0 means it is not a serious problem and a 10 means it is an extremely serious problem. You may use any number from 0 to 10.

THIS TABLE HAS BEEN RANKED BY THE HIGHEST PERCENTAGE WHO SAY 8-10

	Total 8-10	Extremely Serious Problem		Not A Serious Problem	
		9-10	7-8	4-6	0-3
Salaries and bonuses of corporate CEOs continue to rise, while pay for the average worker is standing still **	74	64	18	14	4
Companies consider workers to be disposable, instead of valuable assets.....	60	45	26	24	5
There are not enough good-paying jobs with benefits **	55	38	32	24	6
There are too many low-wage, no-benefit jobs *	54	41	26	26	7
Companies are not loyal to their employees anymore *	52	38	27	27	8
Pay for the average worker is standing still *	52	34	31	30	5
There is no loyalty between companies and their employees anymore **	50	36	28	29	7
Workers don't have the skills they need for the jobs that are available.....	35	22	26	40	12

* Asked of one-half the respondents (FORMS A/C).

** Asked of one-half the respondents (FORMS B/D).

Q.4a-Q.4b ARE RANDOMIZED

4a. Which of the following statements do you agree with more? Do you agree with that statement much more or somewhat more?

Good jobs that pay well and provide benefits are available if you are willing to work hard	35
Much more.....	17
Somewhat more.....	18
Good jobs that pay well and provide benefits are difficult to find	65
Somewhat more.....	27
Much more.....	38

4b. Which of the following statements do you agree with more? Do you agree with that statement much more or somewhat more?

If you get a good education and work hard today, you can really do well and get ahead	43
Much more.....	19
Somewhat more.....	24
Working hard often isn't enough anymore, because companies aren't loyal to their employees	57
Somewhat more.....	24
Much more.....	33

5. An increasing number of companies today hire workers as independent contractors, rather than as employees of the firm. In the past 10 years, the proportion of workers employed as independent contractors has grown substantially. In your opinion, has this shift toward hiring workers as independent contractors rather than employees been a very good change, mostly a good change, neither a good nor bad change, mostly a bad change, or a very bad change?

A very good change.....	4
Mostly a good change.....	9
Neither a good nor bad change.....	25
Mostly a bad change.....	44
A very bad change.....	18
Total Good Change	13
Total Bad Change	62

6. In general, do you think a worker is better off working as a direct employee of a firm or as an independent contractor, or does it not make much difference either way?

Direct employee--much better.....	41
Direct employee--somewhat better.....	37
Independent contractor--somewhat better....	10
Independent contractor--much better.....	2
Not much difference.....	10
Total Employee Better	78
Total Contractor Better	12

7a. In some cases, companies have classified workers as independent contractors when legally they should be considered employees. That means the company does not have to pay minimum wage to workers, provide benefits, or make payroll deductions like Social Security or Medicare contributions for those workers. Prior to taking this survey, had you heard about this issue of misclassifying workers as independent contractors?

Yes, heard a lot.....	18
Yes, heard some.....	29
Yes, heard a little.....	20
No, have not heard about.....	33
Total Yes, Heard	67

7b. And in your opinion, is misclassifying workers as independent contractors a very serious, fairly serious, just somewhat serious, or not that serious a problem?

A very serious problem	49
A fairly serious problem	35
Just a somewhat serious problem	13
Not that serious a problem.....	3
Total Very/Fairly Serious Problem	84

Now we have some questions about another change that has affected jobs and employment in recent years.

8a. Increasingly, companies that need work done hire a temp or staffing agency or subcontracting firm to supply workers, instead of directly hiring employees. For example, many workers in hotels today are employed by a subcontracting firm that provides food services or housekeeping, not by the hotel. In the past 10 years, the proportion of workers working for a contract firm has tripled. In your opinion, is this shift from direct hiring to using temp agencies and subcontracting firms a very good change, mostly a good change, neither a good nor bad change, mostly a bad change, or a very bad change?

A very good change.....	3
Mostly a good change.....	9
Neither a good nor bad change	29
Mostly a bad change.....	40
A very bad change.....	19
Total Good Change	12
Total Bad Change	59

8b. Why do you feel companies using temp agencies and contract workers, rather than hiring permanent employees, is [INSERT ANSWER FROM Q.8a]? *

GOOD CHANGE ¹	
It's a job, they are working, they are getting paid, they get an opportunity to work	21%
Good, yes, helpful, no other comments	14
These companies are more specialized, more efficient, workers are evaluated more, a good pool of workers	10
An effort to reduce benefits, workers get no benefits, no health benefits/medical insurance, employers get out of paying benefits	10
Lower salaries, they don't get as much, lower pay, lower hourly wage	6
People with little/no skills can find a job, can work, easier to get a job	5
All other favorable comments	15
Don't know, no response	17%

* Asked of one-half the respondents (FORMS A/C).

¹ Results among 66 respondents.

NEITHER GOOD NOR BAD ¹	
It's a job, they are working, they are getting paid, they get an opportunity to work	23%
An effort to reduce benefits, workers get no benefits, no health benefits/medical insurance, employers get out of paying benefits	15
Good for the company, allows company to be competitive, good business model	6
Hurts workers, lack of concern for workers, no loyalty towards workers, bad for workers' morale	5
No job security, no long term job security, no stability, workers are disposable	4
Lower salaries, they don't get as much, lower pay, lower hourly wage	4
All other favorable comments	9
Depends on the situation, could be good or bad, too many variables, depends on individual, his/her needs	12
All other neutral comments	8
Don't know, no response	15%

* Asked of one-half the respondents (FORMS A/C).

¹ Results among 152 respondents.

(Q.8b contd.)

BAD CHANGE ¹	
An effort to reduce benefits, workers get no benefits, no health benefits/medical insurance, employers get out of paying benefits	43%
No job security, no long term job security, no stability, workers are disposable	22
Hurts workers, lack of concern for workers, no loyalty towards workers, bad for workers' morale	20
Lower salaries, they don't get as much, lower pay, lower hourly wage	14
Employer saves money, company saving money by not hiring permanent employees, it is cheaper	6
Good for the company, allows company to be competitive, good business model	5
All other unfavorable comments	7
All other neutral comments	3
Don't know, no response	3%

* Asked of one-half the respondents (FORMS A/C).

¹ Results among 285 respondents.

9. More specifically, how would you say this shift from direct hiring to using temp or staffing agencies and subcontracting firms has affected each of the following—is it a very good change, mostly a good change, neither a good nor bad change, mostly a bad change, or a very bad change for that group or institution?

THIS TABLE HAS BEEN RANKED BY THE PERCENTAGE WHO SAY VERY BAD OR MOSTLY BAD CHANGE

	Total Good Change	Total Bad Change	A Very Good Change	Mostly A Good Change	Neither A Good Nor Bad Change	Mostly A Bad Change	A Very Bad Change
For workers.....	10	70	2	8	20	39	31
For the economy in general.....	12	58	3	9	30	39	19
For customers.....	15	42	4	11	43	31	11
For companies.....	46	31	13	33	23	22	9

10. Below are some reasons that companies use temp or staffing agencies or subcontractors rather than hire employees directly. For each one, please indicate whether you think it is a very good reason, mostly a good reason, neither a good nor bad reason, mostly a bad reason, or a very bad reason for companies to take this step.

THIS TABLE HAS BEEN RANKED BY THE PERCENTAGE WHO SAY VERY GOOD OR MOSTLY GOOD REASON

	Total Good Reason	Total Bad Reason	A Very Good Reason	Mostly A Good Reason	Neither A Good Nor Bad Reason	Mostly A Bad Reason	A Very Bad Reason
To fill a short-term need for more workers, such as during Christmas shopping season.....	70	11	24	46	19	6	5
To try out a potential employee temporarily, before hiring him or her full time.....	59	15	16	43	26	9	6
To perform tasks that are outside the company's core business.....	43	23	12	31	34	15	8
To increase profits for shareholders **.....	24	47	5	19	29	23	24
To save money by not paying payroll taxes or for Social Security, unemployment, or workers' compensation.....	14	70	5	9	16	27	43
To save money by reducing workers' wages.....	13	72	6	7	15	30	42
To increase profits and increase compensation for top management *.....	13	69	5	8	18	25	44
To make it easier to lay off workers or reduce their hours.....	13	72	5	8	15	33	39
To save money by not providing benefits to workers.....	12	73	5	7	15	27	46

* Asked of one-half the respondents (FORMS A/B).

** Asked of one-half the respondents (FORMS C/D).

11. Below are some proposals that address this issue of subcontracted work. For each one, please indicate whether you strongly favor, somewhat favor, neither favor nor oppose, somewhat oppose, or strongly oppose the proposed law.

THIS TABLE HAS BEEN RANKED BY THE PERCENTAGE WHO SAY STRONGLY FAVOR OR SOMEWHAT FAVOR

	<u>Total Favor</u>	<u>Total Oppose</u>	<u>Strongly Favor</u>	<u>Somewhat Favor</u>	<u>Neither Favor Nor Oppose</u>	<u>Somewhat Oppose</u>	<u>Strongly Oppose</u>
Make it harder for companies to classify workers as independent contractors, and increase fines and penalties for companies that misclassify employees as independent contractors	78	7	44	34	15	5	2
Allow workers to hold lead companies legally responsible if their subcontractors fail to pay Social Security taxes, unemployment insurance contributions, or workers' compensation contributions, or fail to pay workers their legally earned wages **	71	11	41	30	18	6	5
Make companies that use contract workers legally responsible if their subcontractors fail to pay Social Security taxes, unemployment insurance contributions, or workers' compensation contributions, or fail to pay workers their legally earned wages *	66	11	42	24	23	6	5

* Asked of one-half the respondents (FORMS A/C).

** Asked of one-half the respondents (FORMS B/D).

12. Below are several additional proposals related to this issue of using contract workers. For each one, please indicate whether you strongly favor, somewhat favor, neither favor nor oppose, somewhat oppose, or strongly oppose the proposal.

THIS TABLE HAS BEEN RANKED BY THE PERCENTAGE WHO SAY STRONGLY FAVOR OR SOMEWHAT FAVOR

	Total Favor	Total Oppose	Strongly Favor	Somewhat Favor	Neither Favor Nor Oppose	Somewhat Oppose	Strongly Oppose
Require the lead company to provide in-person safety training, comparable to training provided to full-time employees, for temporary or contract workers before they start new assignments in dangerous jobs *	80	4	53	27	16	2	2
Eliminate loopholes in job definitions that allow companies to avoid paying benefits by "classifying" employees as independent contractors to avoid certain responsibilities and costs *	74	8	51	23	18	5	3
Require companies to offer existing part-time employees additional hours of work before using subcontractors, temporary services, or staffing agencies to do work for the business **	74	7	38	36	19	4	3
Require companies that have both direct employees and contract workers doing similar jobs to ensure equal pay and benefits for equal work **	73	10	43	30	17	7	3
Require that once a company has used a temp worker for six months, it must offer the worker the option of taking a permanent position *	71	11	43	28	18	8	3
Require companies that eliminate permanent jobs and then rehire former employees as contract workers to pay them the same wage and provide the same benefits as they did prior to the layoff and rehire *	65	15	45	20	20	9	6
Require companies that eliminate permanent jobs and then rehire employees as contract workers to give them a notice explaining that they are doing so, and detailing what conditions of work will change as the relationship changes **	63	16	41	22	21	9	7
Require companies that use contract workers to pay half the Social Security payroll taxes for workers treated as independent contractors, as they do for regular employees *	62	14	33	29	24	8	6
Restrict the use of temporary or contract workers for hazardous jobs **	59	13	32	27	28	9	4
Give companies that don't contract out work priority for receiving public contracts **	58	14	29	29	28	9	5
Prevent employers from including "non-compete" clauses in workers' contracts that prevent workers from taking other jobs in the same field **	56	17	29	27	27	11	6

* Asked of one-half the respondents (FORMS A/D).

** Asked of one-half the respondents (FORMS B/C).

FACTUALS: The remaining questions are for statistical purposes only.

F1. Which of the following best describes your employment situation?

I am working full time	45
I am working part time	12
I am working more than one job	1
I am not working, but I am looking for work	8
I am not working and am not looking for work	34

F2. Have you or anyone in your household worked as a temporary or contract worker at any time in the past five years?

Yes, me	15
Yes, someone in my household	8
Yes, both me and someone in my household	3
No	72
Not sure	2
Total Yes	26

F3. Are you a member of a labor union?

Yes, I am a labor union member	9
No, but someone else in my household is a union member	8
No, not a union household	83
Total Labor Union Member/Labor Household	17

F4. How would you describe the area in which you live?

Urban	23
Suburban	48
Small town	14
Rural	15

F5. What is your marital status?

Married, living with spouse	55
Separated	1
Divorced	9
Widowed	4
Single, never married	27
Domestic partnership	4

F6. Which of the following best describes your approach to issues?

Very conservative	14
Somewhat conservative	21
Moderate	37
Somewhat liberal	16
Very liberal	12
Total Conservative	35
Total Liberal	28

F7. And finally, for statistical purposes only, if you added together the yearly income of all the members of your family who were living at home last year, what would the total be?

Less than \$10,000	4
Between \$10,000 and \$20,000	7
Between \$20,001 and \$30,000	9
Between \$30,001 and \$40,000	12
Between \$40,001 and \$50,000	10
Between \$50,001 and \$75,000	23
Between \$75,001 and \$100,000	15
Between \$100,001 and \$150,000	12
More than \$150,000.....	8