|  |  |  |  |
| --- | --- | --- | --- |
| **Variable** | **Question** | **Answers** | **Transformation** |
| Feeling Protected | Overall, how well do you think your employer’s prevention measures protect you from COVID-19 at work? Please answer both “in the real world” and “if done perfectly.” | 1 = Very Protected, 2 = Somewhat Protected, 3 = Not so protected, 4 = Not protected at all, 99 = Don't know | Binary: 0 = less protected, 1 = more protected |
| In the real world, I feel: |
| If done perfectly, I would feel: |
| Fidelity with Protections | Determined using the difference between "real world" and "perfect" protection. |  | Binary: 0 = Same in real world, 1 = Less Protected in real world |
| **Demographics** | | | |
| Age+ | What is your age? | Integer | Categorical: 0 = 18 - 24 years, 1 = 25 - 44 years, 2 = 45 - 64 years, 3 = > 65 years |
| Gender\*+ | Which of the following best describes your gender identity?  (Select all that apply) | Male, Female, Transgender, Non-binary, Prefer to self-describe | Categorical: 0 = Female, 1 = Male, 2 = Other response |
| Race\*+ | What is your race? Check all that apply: | White, Black/African American, Asian American, Native American/American Indian or Alaska Native, Native Hawaiian or other Pacific Islander, Other | Categorical: 0 = White, 1 = African American, 2 = Other response/multiple races |
| Ethnicity+ | What is your ethnicity? | 1 = Yes, Hispanic, 0 = No, Not Hispanic | NA |
| Income\* | Which of the following best describes your household income range in 2019 before taxes? | Less than $10,000, $10,000 to $14,999, $15,000 to $24,999, $25,000 to $34,999, $35,000 to $49,999, $50,000 to $74,999, $75,000 to $99,999, $100,000 to $149,999, $150,000 to $199,999, $200,000 or more | Binary: 0 = < $24,000, 1 = > $25,000 |
| Geographic Location | Census region derived from U.S. zip code or U.S. state | Zip code or U.S. state | Categorical: 1 = Northeast, 2 = South, 3 = Midwest, 4 = West |
| Case Status | Have you had COVID-19? (respond ‘yes’ if you were pretty sure you had COVID-19 symptoms, even if you were not tested.) | 1 = Yes, 0 = No, 99 = Don't Know | NA |
| **Occupational Attributes** | | | |
| Job tenure | How many years have you worked at this job? | 1 = Less than one year, 2 = 1-2 years, 3 = 3-5 years, 4 = 6-10 years, 5 = More than 10 years, 99 = Don't know | NA |
| Full/Part Time Status | How would you describe your employment at your food job? | 1 = Full-time, 2 = Part-time, 3 = Other | NA |
| Employer Size\* | About how many employees are at your place of work? | 1 = 1 – 10, 2 = 11 – 49, 3 = 50 – 499, 4 = 500 – 999, 5 = More than 1000, 99 = Don't know | Categorical: 1 = 1 - 49, 2 = 50 - 499, 3 = >500 |
| Store Type\* | What subcategory of the food industry is your job in? | 1 = corner store/bodega, 2 = small grocery store, 3 = supermarket, 4 = big box store, 5 = farmers market, 6 = specialty food store, 7 = online store only | Categorical: 1 = Small/Specialty Store, 2 = Supermarket/Box store |
| Union Membership | Are you represented by a union? | 1 = Yes, 0 = No, 99 = Don't Know | NA |
| Quantitative Work Demands | First, we would like to know amount the amount of work and how busy you have been **since COVID-19.** In your job… | 100 = Always, 75 = Often, 50 = Sometimes, Seldom, 25 = Never/hardly ever, 99 =Don't Know | Continuous: Scores for 3 items calculated according to the COPSOQ III. Guidelines and Questionnaire.  Binary: Scores dichotomized at the median value. |
| …how often do you not have time to complete all your work tasks? |
| …do you get behind with your work? |
| …is your workload unevenly distributed so it piles up? |
| Organizational Safety Climate | Please rate how much you agree with these statements about health and safety at your work **in the last month.** | 4 = Strongly Agree, 3 = Agree, 2 = Disagree, 1 = Strongly Disagree, 88 = Not Applicable | Continuous: Scores for 6 items averaged according to Hahn & Murphy, 2008.  Binary: Scores dichotomized at the median value. |
| New employees learn quickly that they are expected to follow good health and safety practices. |
| Employees are told when they do not follow good safety practices. |
| Workers and management work together to ensure the safest possible conditions. |
| There are no major shortcuts taken when worker health and safety are at stake. |
| The health and safety of workers is a high priority with management where I work. |
| I feel free to report safety problems where I work. |
| Workplace Social Support | Please indicate how often these things happen at your job, **in the last month**. | 100 = Always, 75 = Often, 50 = Sometimes, Seldom, 25 = Never/hardly ever, 99 =Don't Know | Continuous: Scores for each 2 item scale (manager, coworker, community) averaged and combined according to COPSOQ III. Guidelines and Questionnaire.  Binary: Scores dichotomized at the median value. |
| How often do you get help and support from your manager, if needed? |
| How often is your manager willing to listen to your problems at work, if needed? |
| How often do you get help and support from your co-workers, if needed? |
| How often are your co-workers willing to listen to your problems at work, if needed? |
| Is there a good atmosphere between you and your colleagues? |
| Do you feel part of a community at your place of work? |
| **Workplace Prevention Measures and Conditions** | | | |
| Protections | Has your employer changed the space where you work, to protect workers from COVID-19?  (Select all that apply) | See-thru guards between customers and employees,  See-thru guards between employees,  Curbside, or drive-thru pick-up,  Fans or air filters indoor,  Leaving doors open to the outdoors for air flow,  Spacing workstations farther apart,  Signs or floor markings for distancing, no change,  other | Categorized into engineering (See-thru guards between customers and employees; See-thru guards between employees; Curbside, or drive-thru pick-up; Fans or air filters indoor,  Leaving doors open to the outdoors for air flow; Spacing workstations farther apart) and administrative controls (below).  Ventilation controls combined. |
| Protocols | Has your employer changed the way people work, to protect workers from COVID-19? (Select all that apply) | Limiting crew sizes Cleaning more often Providing soap or hand sanitizer Information and training about how to be safe from COVID-19 Temperature or symptom checks for workers Required personal protective equipment No change Other | Categorized into engineering (above) and administrative controls (Signs or floor markings for distancing; Cleaning more often; Providing soap or hand sanitizer; Information and training about how to be safe from COVID-19; Temperature or symptom checks for workers; Required personal protective equipment.) |
| Enforcement Protection | On average, how strictly does your manager enforce these rules?  (This refers to the manager you chose at the beginning of the survey: your direct supervisor). | 1 = Very strictly, 2 = Somewhat strictly, 3 = Not very strictly, 99 = Don't Know | NA |
| Case Updates | Please rate your level of agreement with this statement during COVID-19 (**since March 11th, 2020**):"My employer formally updates us about any staff cases of COVID-19." | 1 = Agree, 2 = Neutral, 3 = Disagree, 99 = DK | NA |
| Fair Pay | How much do you agree or disagree with this statement?  "I’m being paid fairly for the risks I am taking when working during COVID-19." | 1 = Strongly Agree, 2 = Agree, 3 = Neutral, 4 = Disagree, 5 = Strongly Disagree, 99 = DK | NA |
| Perceived Risk of Contracting COVID-19 | Please rate how much you agree with the following statement about protecting yourself from COVID-19: "I WILL BE ABLE to avoid getting COVID-19 while working at my current food job." | 1 = Strongly Agree, 2 = Agree, 3 = Neutral, 4 = Disagree, 5 = Strongly Disagree, 99 = DK | NA |
| Customers | Do you work directly with customers? | 1 = Yes, 0 = No, 99 = I don't know | NA |
|  | Whose job is it to enforce COVID-19 prevention measures with customers? (check all that apply) | 1 = your job, 2 = manager or employer, 3 = security guards or other services, 4 = law enforcement, 5 = other coworkers, 6 = none of these, 99 = don't know | NA |
|  | If your job restricts how many customers can come in at a time, do you think the number of customers is: | 1 = Too few. 2 = About right, 3 = Too many, 4 = Don’t know | Binary: 0 = too few/about right, 1 = too many |
|  | In the past month, how do customers generally behave toward you? | 1 = Mostly negative, 2 = Somewhat Negative, 3 = Neither Positive Nor Negative, 4 = Somewhat Positive, 5 = Mostly Positive | NA |
|  | Are the customers at your job required to wear any type of personal protective equipment (i.e. face masks, gloves)? | 1 = Yes, 0 = No, 99 = I don't know | NA |
|  | Whose job is it to enforce COVID-19 prevention measures with customers? (check all that apply) | Your job,  Manager or employer  Security guards or other services  Law enforcement  Other coworkers  None of these  Don't know | NA |
| State-level Policy Enforcement | Derived from Boston University COVID-19 U.S. State Policy Database. | Linked to respondent zip code/U.S. state. | Binary: 0 = no legal mask enforcement, 1 = legal mask enforcement at the state level. |
| +Forced response question.  \*Responses for some questions collapsed due to small sample sizes.  Respondents could skip any non-forced question without selecting a "refuse" option. | | | |