

## Appendix B

### Case Study Interview Guide

Participant ID#: \_\_\_\_\_

Place of interview (city/forest): \_\_\_\_\_ Date: \_\_\_\_\_

Interviewers: \_\_\_\_\_

**SAY:** Thank you very much for agreeing to a second interview. The purpose of this interview is to get stories from workers that we can use to develop educational materials for training

**FOR INJURED WORKERS**

other workers in preventing injuries on the job.

**FOR WORKERS WHO ATTEMPTED TO CHANGE WORKING CONDITIONS**

other workers in how they can improve working conditions.

We would like to audio record this interview. Audio recording this interview will help make sure that we get your story and opinions correctly, and will also save time because we won't have to write as much. The interview is confidential. We will not use your name on the recording.

**ASK:** Is it okay if we record this interview?

<sup>1</sup> YES ⇒ Turn on digital recorder

<sup>2</sup> NO ⇒ Continue without recording

Because we are going to be developing stories to share with other workers, we'd like you to imagine telling your story to a friend. I will be asking you questions to make sure we get the details, but imagine you are talking to a friend.

#### Questions for injured workers

1. How long have you lived in the United States?

Probe: What motivated you to leave your home and come to the United States?

2. Tell me how you got started in forestry work.

Probe: Do you plan on staying in this work? (IF YES) What do you like about your work in forestry?

3. You mentioned in our last interview that you **STATE NATURE OF INJURY**, on **STATE DATE**. Please describe exactly how the injury occurred.

Probes: What task were you doing at the time?

Did you get any training in **INSERT THE TASK S/HE WAS DOING AT THE TIME**? If so, please describe.

Did that include safety training? If so, please describe.

What day of the week and time of day was it when the injury occurred?

How long had you been working at that point?

Please describe the terrain.

Was there much slash on the ground? Please describe.

What was the weather like?

How were you feeling at the time – were you sick or stressed by anything that day, before it happened? Please describe.

Where were you working?

In what state?

What was the nearest town?

Were you working on public land or private land?

If public land, What national forest, BLM area, or state forest?

If private land, Who was the landowner?

**IF THIS WAS A TRANSPORTATION-RELATED INJURY, ASK THE FOLLOWING PROBES, OTHERWISE MOVE ON TO THE NEXT QUESTION.**

Who was driving the crummy?

Whose fault was the accident?

Had the crummy been inspected before leaving that day? If so, by whom? What are your employer's policies and procedures for inspecting and maintaining vehicles?

Did you feel like the crummy was in a safe condition? Why or Why not?

Did the police come the scene of the accident? If so, please describe what they did.

Did they file a police report?

Did you, your employer or anyone else in your company file a report with the police?

4. Had the supervisor or anyone in the company evaluated the hazards of the site before you started working there?

Probe: If yes, did they find any hazards?

Did they do anything to reduce the risk of being injured from those hazards? Please describe.

5. Please describe how you and the crew were working that day.

Probes: Were you working faster or slower than usual? Please explain.

Were you feeling pressure to finish the job quickly? Please explain.

Were you more tired than usual, or did you feel about how you always do? Please explain.

Was the crew doing anything that you felt was unsafe? If so, please describe.

How close to each other were crew members working?

Had the supervisor done anything to pressure you to work faster? If so, please describe.

Were the slower workers put in front of the faster workers? If so, how did that affect how you were working?

6. In our previous interview, you mentioned that you thought \_\_\_\_\_ caused the injury. Why do you think that is what caused it?

**IF THE INTERVIEWEE MENTIONED SOMETHING IN THE PRE-SELECTION INTERVIEW THAT HIS/HER EMPLOYER COULD HAVE DONE TO PREVENT THE INJURY, ASK QUESTION 7, OTHERWISE ASK QUESTION 8**

7. You also mentioned in our previous interview that your employer could have \_\_\_\_\_ to help prevent the accident/injury. Can you describe that to me again? Is there anything else that could have been done to prevent it?

8. If you were training someone else, how would you sum up the ways your injury could have been prevented?

9. Could the supervisor or crew have done something to prevent the accident/injury?

10. Could you have done anything to prevent the accident/injury?

11. When you remember the circumstances of the accident/injury, were there any mistakes that you think you made? If so, please explain.

12. When you were working on this job, were you staying in a hotel, or camping, or some other type of place?

Probe: Please describe your accommodations.

How many workers stayed in the room with you (or in the tent if camping)?

Were there enough beds (pads and sleeping bags if camping)?

Did you share beds (pads and sleeping bags if camping)?

Who did the cooking? (If camping ask, Did you cook on a fire or a stove?)

Who paid for the food?

Did you have access to a town for supplies?

Who paid for your accommodations?

Did your phone have reception at your accommodations? How about at your job site?

13. Please describe what you and others did right after you were hurt. Tell me step-by-step.

Probes: Did you report the injury to your supervisor? How long after?

Many workers won't report their injuries to their supervisor because they are afraid they will be fired or retaliated against in some way. Did you feel that way? If so, what was it about this situation that led you to report your injury to your supervisor?

14. Did you get the injury treated? If so, how long after? By whom? How did you get there? Please describe what happened when you went to the hospital, health clinic, doctor or other health care provider to get treatment for your injury.

Probes:

In our previous interview you mentioned that: **SAY WHATEVER IS APPROPRIATE FROM ANALYSIS OF THE PRE-SELECTION INTERVIEW**

There was no interpreter present

You told/did not tell the doctor that the injury was work related

You were satisfied/unsatisfied with the treatment you got

You were retaliated against for being injured on the job or reporting you injury.

You received workers compensation for missed days of work.

Please describe that to me again, and tell me more about what happened.

15. Please describe any changes you or the company you work for made as a result of your injury – in the way the task is done, equipment, communication/training, or anything else.

Probes: Do you think these work?

Do you have any other ideas that could help?

16. Please describe your access to health care services here in the United States.

Probes:

Do you have health insurance?

Do members of your family have health insurance (for example, are your kids enrolled in Cover Oregon)?

Where do you usually go when you need health care? What are the reasons you go there?

Would you say you are comfortable or not comfortable using health care services here in the United States? Please explain.

17. Please describe your ability to work now, and your current job situation.

18. How do you feel now? Is this injury still affecting your health?

Probes: Does it affect your ability in your personal life or work? Please describe.

How did this injury affect you and your family?

## Questions for workers who attempted to improve working conditions

19. You mentioned in our last interview that you had attempted to **STATE WHAT CHANGE THEY HAD ATTEMPTED TO MAKE**. Please describe everything that happened.  
Probes: When did you do this?  
Why were you concerned about this problem?  
Please describe how you went about asking for this change.  
Was there anyone else involved? Did you seek help from anyone else?
20. What was it about this company or job or situation that made you feel like you could make a change?  
Probes: Did you feel like you had a good knowledge of your workplace rights?  
If so, how did you gain that knowledge?  
If not, are you actively discouraged from learning about workers' rights? Please explain.  
Did you feel like the anti-retaliation provisions in the law would protect you? Please explain.  
Was there something different about this employer or supervisor compared to others you have worked for?  
Please describe your relationship with this employer and supervisor. Do you feel you have a good, okay or bad relationship with them?  
Did the supervisor yell at you a lot at work? Please explain.  
Were your co-workers supportive of your efforts? Please explain how their support, or lack of it, affected your efforts.
21. What do you think led to your success or failure?
22. You mentioned in our previous interview that your employer (or supervisor, whichever is appropriate) **STATE THE ACTIONS THE INTERVIEWEE DESCRIBED IN THE PRE-SELECTION INTERVIEW**. Please describe that to me again, and tell me more about what they did.
23. You also mentioned in the previous interview that your employer (or supervisor, whichever is appropriate) **STATE THE REACTION THE INTERVIEWEE DESCRIBED IN THE PRE-SELECTION INTERVIEW**. Please describe that to me again, and tell me more about what they did.  
Probe: Why do you think they did that?
24. Were you retaliated against for taking this action? If yes, please explain.
25. You also mentioned in our previous interview that you did/did not get what you wanted.

Probes:

Please describe any changes the company you work for made as a result of your actions—in the way the task is done, equipment, communication/training, or anything else.

Do you think these work?

Do you have any other ideas that could help?

Please describe any changes you have made in the way you work since you took this action—in the way the task is done, the use of equipment, communication with coworkers, or anything else.

Do you think these work?

Do you have any other ideas that could help?

26. If you had a chance to do this all over again, what would you do differently?

27. What did you learn from doing what you did?

28. Is there anything else you would like to add?

Thank you very much for your willingness to help. This story's details will be important to new workers and employers to improve health and safety in this work