Supplemental Table 1. Labor Trafficking and Exploitation Survey

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| Abusive practice during transportation |
| * Did a coyote or anyone else do the following: Forbid you from leaving the traveling group, or restricting where you could do?
 |
| * Forbid or restrict you from communicating freely with family?
 |
| * Forbid or restrict you from communicating freely with other travelers?
 |
| * Assault/fine you when you failed to obey the rules?
 |
| * Require you to pay more smuggling fee than originally agreed or bad things would happen to you or your family (e.g. be abandoned halfway, be turned over to US border patrol, or family members would be hurt)?
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|  |
| Trafficking violation during transportation |
| * Withhold your identification documents (including passport, visa, and birth certificate)
 |
| * Hold you hostage at or prevent you from leaving a safe house while demanding ransom from your family?
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|  |
| Labor exploitation |
| * Denied you pay for work you performed in Houston or anywhere in the US?
 |
| * Received less pay than what you have been promised?
 |
| * Received a bad check?
 |
| * Employer disappeared before paying you?
 |
| * Told to work in hazardous environments (with unknown chemicals) without proper protection?
 |
| * Any other work experience you consider grossly abusive or exploitative?
 |
|  |
| Threats to physical safety (Trafficking) |
| * Physical abuse (including beating, kicking, slapping, etc.)?
 |
| * Sexual abuse (including repeated unwanted groping, touching, exposing himself, deliberate display of pornographic materials, repeated solicitation of sexual favors, etc.)?
 |
| * Locked up (including physically restrained)?
 |
| * Threats of physical abuse (including beating, kicking, slapping, etc.)?
 |
| * Threats of sexual abuse?
 |
| * Threats of harm to you in any other form?
 |
| * Threats of harm to your family in any form?
 |
| * Threats to get you deported?
 |
| * Threats to get you arrested?
 |
| * Threats to turn you over to police or immigration officials?
 |
|  |
| Restriction/deprivation (Trafficking) |
| * Forbid you from leaving the workplace?
 |
| * Restrict where you can go during non-work hours?
 |
| * Withhold your identification papers (such as passport, visa, birth certification, or other identification documents)
 |
| * Not allow you to have adequate food or sleep?
 |
| * Prevent or restrict you from communicating freely with family, other works, others outside the workplace?
 |
|  |
| Deception and lies (Exploitation) |
| * Pay was less than you were promised?
 |
| * The type of work was different than what you were promised?
 |
| * The work environment was different than what you were promised?
 |
| * The amount of work was different from what you were promised?
 |
| * Telling you that you will not be believed if you try to seek help from US authorities?
 |
| * Instructing you to lie about your identity?
 |
| * Instructing you to lie about the identity of your employer?
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Supplemental Table 2. Job Choice Experiment Attribute Sets

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| --- | --- | --- | --- |
| Attribute | Job A  | Job B | Neither A nor B |
| Choice 1 |  |  |  |
| Daily pay rate | $150  | $120  |  |
| Hours per day | 12 | 10 |  |
| Length of job (days) | 1 | 2 |  |
| Reputation of employer for showing respect to workers | Unknown | Good |  |
| Reputation of employer for paying workers as agreed | Not perfect | Good |  |
| Job site safety conditions | Adequate but not great | Adequate but not great |  |
| Site location (drive time) | 1.5 hours or more | 45 - 60 minutes |  |
| Familiarity with skill(s) required by the job | Little to somewhat | Little to somewhat |  |
| Select one |   |   |  |
|  |  |  |  |
| Choice 2 |  |  |  |
| Daily pay rate | $150  | $100  |  |
| Hours per day | 10 | 8 |  |
| Length of job (days) | 2 | 2 |  |
| Reputation of employer for showing respect to workers | Unknown | Unknown |  |
| Reputation of employer for paying workers as agreed | Not perfect | Good |  |
| Job site safety conditions | Little to none | Adequate but not great |  |
| Site location (drive time) | Within 30 minutes | Within 30 minutes |  |
| Familiarity with skill(s) required by the job | Quite familiar | Little to somewhat |  |
| Select One |   |   |  |
|  |  |  |  |
| Choice 3 |  |  |  |
| Daily pay rate | $100  | $120  |  |
| Hours per day | 10 | 12 |  |
| Length of job (days) | 1 | 4 |  |
| Reputation of employer for showing respect to workers | Poor | Unknown |  |
| Reputation of employer for paying workers as agreed | Not perfect | Not perfect |  |
| Job site safety conditions | Completely safe | Completely safe |  |
| Site location (drive time) | 1.5 hours or more | within 30 minutes |  |
| Familiarity with skill(s) required by the job | Quite familiar | Little to somewhat |  |
| Select one |   |   |  |
|  |  |  |  |
| Choice 4 |  |  |  |
| Daily pay rate | $120  | $150  |  |
| Hours per day | 8 | 10 |  |
| Length of job (days) | 4 | 1 |  |
| Reputation of employer for showing respect to workers | Good | Good |  |
| Reputation of employer for paying workers as agreed | Good | Poor |  |
| Job site safety conditions | Adequate but not great | Little to none |  |
| Site location (drive time) | 1.5 hours or more | 45–60 minutes |  |
| Familiarity with skill(s) required by the job | Quite familiar | Little to somewhat |  |
| Select one |   |   |  |
|  |  |  |  |
| Choice 5 |  |  |  |
| Daily pay rate | $150  | $100  |  |
| Hours per day | 10 | 12 |  |
| Length of job (days) | 1 | 4 |  |
| Reputation of employer for showing respect to workers | Unknown | Unknown |  |
| Reputation of employer for paying workers as agreed | Good | Unknown |  |
| Job site safety conditions | Little to none | Adequate but not great |  |
| Site location (drive time) | Within 30 minutes | Within 30 minutes |  |
| Familiarity with skill(s) required by the job | Quite familiar | Little to somewhat |  |
| Select one |   |   |  |
|  |  |  |  |
| Choice 6 |  |  |  |
| Daily pay rate | $120  | $120  |  |
| Hours per day | 12 | 10 |  |
| Length of job (days) | 4 | 2 |  |
| Reputation of employer for showing respect to workers | Unknown | Unknown |  |
| Reputation of employer for paying workers as agreed | Poor | Unknown |  |
| Job site safety conditions | Completely safe | Completely safe |  |
| Site location (drive time) | Within 30 minutes | 45–60 minutes |  |
| Familiarity with skill(s) required by the job | Little to somewhat | Little to somewhat |  |
| Select one |   |   |  |
|  |  |  |  |
| Choice 7 |  |  |  |
| Daily pay rate | $100  | $150  |  |
| Hours per day | $8  | $10  |  |
| Length of job (days) | $1  | $1  |  |
| Reputation of employer for showing respect to workers | Unknown | Poor |  |
| Reputation of employer for paying workers as agreed | Unknown | Good |  |
| Job site safety conditions | Adequate but not great | Little to none |  |
| Site location (drive time) | Within 30 minutes | 1.5 hours or more |  |
| Familiarity with skill(s) required by the job | Quite familiar | Little to somewhat |  |
| Select one |   |   |  |
|  |  |  |  |
| Choice 8 |  |  |  |
| Daily pay rate | $120  | $100  |  |
| Hours per day | 12 | 8 |  |
| Length of job (days) | 4 | 4 |  |
| Reputation of employer for showing respect to workers | Poor | Poor |  |
| Reputation of employer for paying workers as agreed | Poor | Poor |  |
| Job site safety conditions | Completely safe | Little to none |  |
| Site location (drive time) | 1.5 hours or more | 1.5 hours or more |  |
| Familiarity with skill(s) required by the job | Little to somewhat | Little to somewhat |  |
| Select one |   |   |  |

Supplemental Table 3. Worker Rights Campaign Training Materials

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| All workers, regardless of immigration status, have the following rights under federal and state law, including:1. To be paid for the time you worked
* Minimum wage of $7.25 an hour.
* Any changes [reduction] made to your pay must be made with your written, unpressured consent and to your benefit (not your employers)
* The norm is that most workers will receive pay and a half for any overtime work (>40 weekly work hours)
* If you are fired or let go, you have a right to receive your final paycheck within 6 days of your last day of employment (Texas Payday Law)
1. To keep records and remain vigilant and alert.
2. To safety, security and anti-discrimination in your work environment

You have a right to:1. Work in a safe and sanity workplace
2. Receive breaks to use the bathroom
3. Receive injury pay if your employer has compensation for their workers
4. A workplace free of discrimination and harassment of any kind (sexual, physical, verbal)
5. Submit a formal complaint to OSHA (Occupational Safety and Health Administration) or EEOC (Equal Employment Opportunity Commission) if there are risks in your workplace or if you have experienced discrimination and/or harassment

Be aware of human trafficking/labor exploitation:1. Human trafficking is *forcing* or *coercing* a person to work, give services, or perform sexual acts for money
2. Signs of human trafficking/labor exploitation include:
* A worker not receiving their salary, receiving a smaller/lesser amount of salary, or only receiving salary via tips
* Working/being told to work an excessive number of hours or unusual hours
* Not being allowed to take any breaks or having unusual restrictions at their work
* Have a great debt to their employer that they are unable to ever payback
* Recruited under false promise for work
* Worker appears/feels anxious, depressed, timid, nervous
* Shows signs of physical/sexual abuse
* Employer has control/ worker does not have control of their papers and/or identification documents
1. As a worker, you can be the perpetrator of human trafficking.
2. Paying for sexual favors is illegal and can result in your arrest
3. Regardless of migration status, there are resources in place to help victims of human trafficking
4. If you suspect that yourself or someone you know has been/ is being trafficked, report the situation by calling 1-888-373-7888 or send a text message BE-FREE (233733)

Worker centers can help you by:1. Reporting labor exploitation/abuse
2. Recovering stolen/unpaid salaries
3. Presenting reports to federal agencies
4. Finding a suitable attorney
5. Inform workers of their rights
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