1.) Benefits
How likely are you willing to increase your contribution towards health, dental and / or vision to make any improvements?

☐  Very Likely  ☐  Somewhat Likely  ☐  Not Likely at all

Other: ________________________________________________________________________________________________

2.) Retirement
The Public Employees Pension Reform Act (PEPRA) which is effective as a law since January 1, 2013, requires changes to our retirement, which may or may not affect you at the expiration of our contract.

How familiar are you with this law and the impact to your retirement?

☐  Very Familiar  ☐  Somewhat familiar  ☐  Not familiar at all

What improvements to our retirement should we focus on (Rank 1-3):

_____ Lower contribution rates
_____ Improve retiree medical
_____ Calculation of years of service for purposes of retiree benefits
_____ Other: _____________________________________

3.) Personnel Practices
a. Do you encounter frequent denials of your time off requests due to staffing shortages within your unit?

YES ☐  NO ☐

Please explain how you are short staffed within your unit:
______________________________________________________________________________________________

b. Have you been re-assigned and/or transferred involuntarily to another work location, not a unit within your worksite, due to staffing shortage and/or re-organization?

YES ☐  NO ☐

If so, please explain:
______________________________________________________________________________________________

c. Is there a staffing shortage specific to a classification and/or series?

YES ☐  NO ☐

Which classifications:
4.) Seniority
   a. Do you believe seniority is appropriately used in your unit and/or department?
      □ YES □ NO
      If not, please explain:
      __________________________________________________________
      __________________________________________________________

   b. For fairness, should vacation requests be approved in order of seniority and on a rotational basis?
      □ YES □ NO

   c. Should employee requests for schedules be approved in order of seniority and on a rotational basis?
      □ YES □ NO

   d. Should opportunities for overtime be offered in order of seniority and on a rotational basis?
      □ YES □ NO

   e. Should transfers request to vacancies be approved in order of seniority?
      □ YES □ NO

   f. Should restorations of hours be approved in order of seniority?
      □ YES □ NO

   g. If involuntary transfers or re-assignments are required, should management ask for volunteers before inverse order of seniority and on a rotational basis?
      □ YES □ NO

5.) Based on your expectations of the economy in the next few years, what length should we negotiate our contract?
   □ 1 year □ 2 years □ 3 years
   Please explain why? ______________________________
   _______________________________________________________
   _______________________________________________________

6.) Differentials (Check the ones that apply)
   □ Should we make improvements to differentials, what specifically?
   _________________________________________________________

   □ Develop more types of differentials, such as weekend differentials. Which type?
   _________________________________________________________

   □ Improve Differential pay. Which one?
   _________________________________________________________

   □ Improved Out of class and/or additional responsibility pay.
   _________________________________________________________

   □ Recruitment bonus for hard to fill classifications: __________________________

7.) Furloughs
   a. Should we discontinue the furloughs entirely?
      □ YES □ NO

   b. Should furloughs be County-wide or Departmental?
      □ County-wide □ Departmental

   c. If canceling furloughs will cause layoffs, do you support canceling furloughs?
      □ YES □ NO

8.) Contracting Out
   a. Has the County contracted out work in your unit? If so, please explain what work has been contracted out and explain the impacts on you and your unit.
      □ YES □ NO

   b. Should Management be required to negotiate with your Union, before contracting out our work?
      □ YES □ NO
9.) Job Security and Staffing - Our current contract does not maintain staffing levels or protect public safety by maintaining reasonable workload
   a. Do you have adequate coverage of staff during your work shift in your unit? If not, please explain.

   ____________________________________________________ ___________________________________________________ _______

   ____________________________________________________ ___________________________________________________ _______

c. What improvements would you make to improve your delivery of service and improve your work environment?

   ____________________________________________________ ___________________________________________________ _______

d. Has your department experienced high turnover? To what do you attribute high turnover to and how would you improve that to recruit and retain valuable employees?

   ____________________________________________________ ___________________________________________________ _______

e. If you are in a work area not fully staffed, what concerns do you have that contribute to increased error rates or make it difficult for you to assist staff when concerns are raised during the night shift? Please explain:

   ____________________________________________________ ___________________________________________________ _______

   ____________________________________________________ ___________________________________________________ _______

   f. When there is a short staffing issue, how is this addressed by Management? Is this process fair? How would you recommend improving this on a short term and long term basis?

   ____________________________________________________ ___________________________________________________ _______

   ____________________________________________________ ___________________________________________________ _______

g. How can we improve and address our staffing needs? Please check the ones that are important to you:
   □ Stop misuse of extra help by giving them more rights, paid time off and health benefits
   □ Stop contracting out County work
   □ Create and/or fill more permanent positions
   □ Increase revenue through:

   □ Reduce Management positions and increase line staff positions (too top heavy)
   □ Other: ___________________________________________ _______________________________________

10.) Workload
   a. Has increased workload negatively affected the quality of your work and the services you provide to the community?

      YES  ☐
      NO  ☐

   b. Do you feel workload is distributed evenly?

      YES  ☐
      NO  ☐

   c. Do you feel you are given impossible workload deadlines?

      YES  ☐
      NO  ☐

   d. Have you ever attempted to address workload concerns with management only to have your concerns dismissed or ignored?

      YES  ☐
      NO  ☐

   e. What do you believe can be done to improve distribution of workload in your department? For example, explain work processes you believe can be streamlined to increase efficiency.


11.) Scheduling
   Our current contract allows management to change your schedule without your approval.
   Should management be required to negotiate with our Union, which is controlled by me and my co-workers, before changing my schedule?

      YES  ☐
      NO  ☐
12.) Working Conditions
a. Are you provided the resources and tools you need to do your job effectively? If not, please explain:
___________________________________________________ ___________________________________________________ ______

b. Are there safety concerns in your facility that we should focus on making improvements to your contract? (i.e. mold, security, ergonomics) Please explain:
___________________________________________________ ___________________________________________________ ______

13.) Workers’ Compensation
a. Were you injured in the last 5 years at work?  YES □ NO □

b. Did you pursue workers’ compensation?  YES □ NO □
c. Were you satisfied?  YES □ NO □

14.) Rank your overall top priorities for the contract. One (1) being your highest priority and five (5) your least.
___Healthcare (Maintain/Improve)  ___Cost of Living Adjustment (COLA)
___Vision (Maintain/Improve)  ___Staffing
___Dental (Maintain/Improve)  ___Safe and Healthy working conditions
___Retirement (PERS and/or medical)  ___Contracting Out
___Personnel Practices  ___Furloughs
___Differentials  ___Other: _____________________________
___Job Security

15.) Other
a. Should we negotiate the ability to cash out vacation?  YES □ NO □

b. AFLAC supplemental accidental/disability insurance is currently not available for County employees. Should we negotiate to get this optional insurance, which can be pre-tax deductible?  YES □ NO □

For more info visit: www.aflac.com

16.) Do you have any other concerns or recommendations that are not addressed in this survey that we should consider?

____________________________________________________________________________________
____________________________________________________________________________________
____________________________________________________________________________________

Strong contracts are won by members via the workplace, in their departments, in the Board of Chambers and in the community. Strong contract are not just won at the bargaining table. Your participation is crucial. Voting to elect colleagues to serve on the bargaining team is one step to a strong contract. The team needs the support and participation of all members in order to fight for what members truly need. Members support the bargaining team with their ideas, energy, and commitment; with supplemental research and analysis; by carrying news to the worksite and feedback to the bargaining team; by preparing for action when needed.

Please check all actions you are willing to take to support us.

☐Assist with News Items, Write a Regular Feature in Newsletters
☐Lobby the County Board of Supervisors/Mangers
☐Serve on a Committee and Report Back to the Board/Members
☐Participate in Rallies
☐Strike for One Day or More
☐Wear Buttons/Stickers/T-Shirts in Support of Our Campaigns
☐Log on Weekly to the SEIU 521 Website for the latest updates
☐Distribute Flyers and Talk to Your Coworkers to Keep them Informed
☐Attend at Least Three Chapter Board Meetings

☐Phone Banking
☐Lobby Days in Sacramento
☐Wear Purple on Action Days
☐Participate on the Contract Action Team (CAT)
☐Donate to a Campaign on Political Education
☐Sign a Petition in Support of our Campaign
☐Be a Strike Captain

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