

## SEIU Local 721

### Bargaining Survey for City of Ventura



As we prepare for bargaining, we are facing unique challenges. Revenue is still down for almost all California cities and counties even while our nation is slowly climbing out of the recession. The City Manager is demanding more or continued cuts from workers. These are definitely uncertain times to begin our negotiations and all City of Ventura workers should take the time answer these questions.

**Strong contracts are not won at the bargaining table.** They're won in the worksite, City Hall and in the community. All of us have something to offer to help with these negotiations. Whether you decide to run for the bargaining committee; volunteer to help with communications, supplemental research, or field activities; if you have 1-100 hours to volunteer it will be worth it! Together, we can make the City of Ventura a better place to work and live.

**We need all members to support these negotiations with ideas, energy and commitment. Fill out this economic survey, talk with your coworkers, and get involved.**

What bargaining unit are you classified (check one)? \_\_\_\_ A \_\_\_\_ G \_\_\_\_ Q \_\_\_\_ S

### Economic Bargaining Priorities

The A & G Units entire contract expires on **June 30, 2010**. Please rank the following economic issues, **with #1 being the most important**.

- \_\_\_\_ Keep everybody working (averting layoffs)
- \_\_\_\_ Allow co-workers to be laid off in order to stop further wage cuts and furloughs
- \_\_\_\_ Improve health benefits
- \_\_\_\_ Increase employer contribution toward health benefits
- \_\_\_\_ Maintain City retirement contributions
- \_\_\_\_ Other \_\_\_\_\_
- \_\_\_\_ Other \_\_\_\_\_

### Non-Economic Contract Issues

Please rank other contract issues, **with #1 being the most important**.

- \_\_\_\_ Maintain reasonable workloads
- \_\_\_\_ Labor-Management cooperation
- \_\_\_\_ Genuine worker involvement in restructuring for a more efficient City
- \_\_\_\_ Improve leave of absence language
- \_\_\_\_ Change or modify vacation and sick time language
- \_\_\_\_ Improvements in the classification structure
- \_\_\_\_ Other \_\_\_\_\_
- \_\_\_\_ Other \_\_\_\_\_

## Bargaining Ideas & Strategies

The following can all be subjects of bargaining. Please share your ideas for how we might tackle them.

1. **Length of Contract:** Contract terms vary and are negotiable. How soon would you like to be able to reopen this contract?

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2. **MOU/Contract:** What contract language would you like changed, removed, improved or added:

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3. **Concerns:** Are you most concerned about layoffs, furloughs or benefit cuts? What are you concerned about addressing in this contract at this time? Where is there room for compromise and/or where must we stand our ground?

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4. **Quality and Efficiency:** Last year, City of Ventura workers submitted hundreds of cost saving ideas and ideas for providing more efficient services. Please describe ideas that weren't implemented that you believe should have been? Do you believe the City's "Budgeting For Outcomes" is useful or do you think there is a better mechanism to hold the City accountable to saving services and jobs? Please explain.

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7. Do you have new cost saving ideas or suggestions for increasing efficiencies?

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8. **More with Less:** Last year, the City Manager committed to “doing more with less” which meant the City would maintain their past level of service despite having less funds and workers. Did you find yourself working on your “furlough days”? Did responsibilities from vacant positions become part of your responsibilities? Please explain.

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9. **Other Ideas:** Is there anything else you propose we tackle in these contract talks?

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### **Bargaining Support:**

A strong contract is won beyond the bargaining table. It’s won through the tangible and visible support of the membership. *What are you willing to do to help your soon to be elected Bargaining Committee win a strong contract by serving on the **Contract Action Team** (tasks listed below)? Check all that apply:*

- ☐ Serve as a worksite contact for the bargaining team
- ☐ Join a research and analysis team
- ☐ Attend City Council meetings, participate in delegations to City Council members or the Mayor to support the bargaining committee
- ☐ Reach out for community support
- ☐ Take part in job actions, such as wearing buttons/stickers or informational leafleting
- ☐ Do nothing/none of the above
- ☐ Other: \_\_\_\_\_
- ☐ Other: \_\_\_\_\_

## Community Involvement:

Gathering support from the community can be critical to achieving a strong contract. City workers often play an integral role in their communities and are involved with organizations that could or have been affected by budget or service cuts. *What kinds of activities and organization are you involved in outside of work?* **Check all that apply:**

- ☐ Church, synagogue or other religious organization
- ☐ PTA or other school related activities
- ☐ Parks/Recreation/Sports team (you or your family)
- ☐ Neighborhood Council or Associations
- ☐ Non-profit/Community-based organization
- ☐ "Lifestyle" club or activity: hiking, book clubs, motorcycle or bicycle clubs etc
- ☐ Volunteer
- ☐ Other \_\_\_\_\_
- ☐ Other \_\_\_\_\_

## SEIU 721 Involvement:

How are you willing to strengthen your union?

- ☐ Become a member
- ☐ Become a steward
- ☐ Serve on a Joint Labor-Management Committee
- ☐ Build or serve on your Chapter Board
- ☐ Be a worksite contact by maintaining a worksite bulletin board and/or passing out flyers
- ☐ Get involved with politics, register to vote or help others register to vote
- ☐ Join SEIU 721 committees or caucuses (circle all that apply): Political Action Committee, Social & Economic Justice Committee, Latino Caucus or African American Caucus

First Name \_\_\_\_\_ Last Name \_\_\_\_\_

Personal Email Address \_\_\_\_\_

Personal Cell \_\_\_\_\_ Home \_\_\_\_\_ Work Phone \_\_\_\_\_

Department/Job Classification \_\_\_\_\_

Home Address \_\_\_\_\_ City and Zip \_\_\_\_\_

**Please return this completed survey to Danny Carrillo, Worksite Organizer or one of your member leaders by April 16, 2010 . Also, you may scan and email the survey to [danny.carrillo@seiu721.org](mailto:danny.carrillo@seiu721.org) .**