

Department _____ Employee Number _____

**YES, I WANT TO HELP WIN
A STRONG CONTRACT IN 2019!**

- Sign me up to be on the Contract Action Team (CAT)! I'll help build a communication network at my worksite to keep my co-workers informed, and encourage them to participate in campaign activities.

ARE YOU REGISTERED TO VOTE?

- Yes No Please provide me with a Voter Registration Form

The surveys of SEIU Local 721 members will be tabulated. In order for your survey to be processed, please complete the information below:

Name _____ Job Title _____

Worksite _____ Work Phone _____

Personal Cell Phone* _____

Personal E-Mail _____

Steward or Worksite Organizer who gave you this survey _____

Return your survey to the Worksite Organizer, Union Steward or Bargaining Committee Member who gave it to you, or mail the survey to:

**SEIU Local 721
6177 River Crest Dr.
Riverside, CA 92507**

Surveys must be returned no later than March 15.

**By providing my phone number, I understand that SEIU and its locals and affiliates may use automated calling technologies and/or text message me on my cellular phone on a periodic basis. SEIU will never charge for text message alerts. Carrier message and data rates may apply to such alerts. To unsubscribe, text STOP at 31996. For info, text HELP at 31996.*

BD:dso opeiu 537, afl-cio 1/18

BARGAINING SURVEY



2019 Contract Campaign Bargaining Survey

SEIU 721 Brothers and Sisters,

Our union contract expires later this year. We are making preparations NOW to negotiate the best possible contract for the future.

We know that we will be successful if we STAND UNITED behind well-considered bargaining priorities and strategies.

Please take a moment to fill out this bargaining survey and let us know what you think are the highest bargaining priorities this year.

When you have completed the survey, please turn it in to your Worksite Organizer or Union Steward, or drop it off at an SEIU 721 office.

SEIU Local 721
San Bernardino County Professional Unit
Bargaining Committee



ONLY MEMBERS IN GOOD STANDING MAY PARTICIPATE IN THE BARGAINING SURVEY

A. SALARIES

1. Taking into consideration what you know about the economy, the political landscape, and the County budget, what are your expectations for salaries this year?

- Significant salary increase
- Modest salary increase
- Don't know

2. What do you think is the best way to approach the salary issue this year?

- We should focus our efforts on winning the best possible across-the-board salary increase for ALL San Bernardino County employees.
- We should advocate for significant increases for those classifications that are way behind the labor market and where there are clear recruitment and retention issues.
- Both are equally important.

**B. OPTIONS
HEALTH BENEFITS**

3. Many factors, including the dismantling of ObamaCare, could drive up health premiums over the next few years. If we do nothing about it, this would result in a reduction in our take home pay. In your view, how important is it to negotiate an increase in the County's Options contribution sufficient to cover future premium increases?

- Top Priority, even more important than raises
- High Priority, but not the highest
- Low Priority, other things are more important

C. OTHER BENEFITS

4. Which other benefits are most important to you and how should they be improved?

D. HEALTH & SAFETY

5. Are there any health and safety issues at your worksite that jeopardize your well-being or the public's?

- YES NO

If YES, how? _____

**E. OUTSOURCING AND
JOB SECURITY**

6. The County relies on private contractors to perform duties that could be done by SEIU 721 members. How big a problem is this at your worksite/department?

- Critical issue. Our jobs are being threatened and undermined. We need to put a stop to it.
- Minor issue. There are contract workers, and we'd be better off without them, but they do not threaten the jobs of me or my co-workers.
- Not an issue. Our department does little or no contracting out. When they do use contract workers, it's just to fill a short-term need.

F. SAFE STAFFING AND WORKLOADS

7. Are unmanageable workloads, understaffing and unreasonable wait times a problem at your worksite?

- Yes, all the time.
- Now and then.
- No, or rarely.

If so, briefly describe how understaffing and unmanageable workloads affects the quality of services you provide?

G. BAD BOSSES

8. Abusive, unsupportive, and disrespectful bosses are bad for workers, bad for the public and bad for San Bernardino County. These issues CAN be addressed at the bargaining table. Which of these issues are a problem at your worksite? Explain below:

H. OTHER ISSUES

9. What other issues should be addressed in bargaining this year?

I. YOUR PRIORITIES

10. Please rank in priority order the following issues. Mark 1 next to the issue most important to you, 2 next to the second most important and so on.

- _____ Health Benefits
- _____ Leaves of absence
- _____ Training & Promotions
- _____ Retirement
- _____ Workloads / Caseloads
- _____ Health & Safety
- _____ Salaries (General)
- _____ Salaries ("Inequities")
- _____ Salaries (Step Increases)
- _____ Special Pay (Differential pay, OT, etc.)
- _____ Contracting Out & Job Security
- _____ Child Care or Ride Share
- _____ Bad Bosses
- _____ Improving Services
- _____ Staffing Issues
- _____ Work Schedules

J. COMMENTS

11. Do you have any other comments you'd like your bargaining team to be aware of?

