

Please provide the following information:

First Name *(Required)*.....

Last Name *(Required)*.....

Employee ID Number *(Required)*.....

Personal E-mail *(Required)*.....

Personal Cell Phone* *(Required)*.....

*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 721721. For info, text HELP at 721721.

What social media platforms do you use frequently? (Select all that apply.)

- Facebook
- Instagram
- TikTok
- X/Twitter
- Bluesky
- Other (please specify) _____

ARE YOU REGISTERED TO VOTE? (Select one.)

- Yes
- No
- Please provide me with a Voter Registration Form

When you finish your survey, let Worksite Organizer Leonard Castillo at leonard.castillo@seiu721.org, (213) 379-0440 or a Steward know so they can arrange to collect it.



BARGAINING SURVEY



2026 CITY OF PORT HUENEME BARGAINING SURVEY

City of Port Hueneme SEIU 721 members,

Our contract expires on June 30, 2026, and it's time to gear up for bargaining. We need your input on this survey so our elected bargaining team can review our priorities and formulate proposals. Please take a moment to fill out this bargaining survey and let us know what you think are the most

important priorities this year. For questions, contact Worksite Organizer Leonard Castillo at leonard.castillo@seiu721.org, (213) 379-0440.

When we stand together and participate, we win!

-SEIU 721 Tri-Counties Team

NOMINATE OUR BARGAINING TEAM

Nominate yourself or a coworker for the team!

I am interested in running for the Bargaining Team

I would like to nominate a coworker for the Bargaining Team

(If applicable) I nominate:

Name: _____

Job class: _____

Worksite location: _____

Cellphone # _____

Email: _____

Submit your nomination by Wednesday, February 25, 2026 at 5pm.

CITY OF PORT HUENEME



A. PRIORITY ISSUES

Please rate the following issues in order of importance. Put an "X" mark next to the importance for each item, one "X" per item:

	Most Important	Very Important	Somewhat Important	Not that important	Least important
Wages and Salaries					
Health benefits					
Protect retirement benefits					
Additional time off (holidays, vacations, leave)					
Contracting out/outsourcing/ privatization					
Workloads					
Health and safety on the job					
Training and promotional opportunities					
Union rights					
Work schedules/ Shift schedules					
Joint Labor-Management Committees					
Grievance procedure and discipline					
Technology, equipment and systems improvement					
Transparency and accountability with policy and procedures at work					
Other (please state) _____					

B. SALARIES

1. Which of the following statements best describe your view about salaries at the City of Port Hueneme?

- We should focus our efforts on winning an across-the-board salary increase for ALL CITY OF PORT HUENEME EMPLOYEES to combat the rise in the cost of living.
- Focus only on market-based adjustments so we can lift up our members who are below market rate.
- Push for best general salary increases AND also push for market-based adjustments.

C. TRAINING

2. How important is it to see continuous training of new staff and/or transferred staff?

- Very important
- Somewhat important
- Not important at all

3. Do you feel the workload at your location is disproportionate to the number of employees?

- Strongly Agree
- Agree
- Disagree
- Strongly Disagree

D. WORKPLACE RIGHTS

4. Are you regularly directed to perform duties beyond your job description without additional compensation?

- Yes, often
- Occasionally
- No

5. Should SEIU 721 seek to make improvements in this area?

- High priority
- Low priority
- Not a priority

E. OUTSOURCING AND JOB SECURITY

6. The City of Port Hueneme relies on private contractors to perform duties that could be done by SEIU 721 members. How big of 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. We'd be better off without contract workers, but their employment does not threaten our job security.
- 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.

ADDITIONAL COMMENTS
