

Labor Unions - Attitudes of members ✓

IBEW LOCAL UNION 1245

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS (AFL-CIO)

Box 584, Walnut Creek, CA 94597 (1218 Boulevard Way) • (415) 933-6060

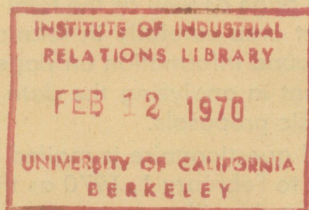
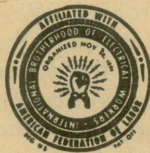
RONALD T. WEAKLEY, Business Manager

ROLAND W. FIELDS, President

Membership Survey

COLLECTIVE BARGAINING GOALS

Survey questionnaire //



Note: The Survey has been prepared in consultation with the
Center for Labor Research and Education,
Institute of Industrial Relations, University of California, Berkeley.

Walnut Creek, Calif. [1970]

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RONALD T. WEAKLEY, Business Manager

ROLAND W. FIELDS, President

Dear Member:

Each year as bargaining agreements become open for amendment, each unit affected prepares and submits its recommendations for changes in wages, hours and working conditions to the Executive Board. These suggested changes are screened by a negotiating committee and each proposal evaluated. They are placed in categories to which they relate, tallied for numbers of proposals on the same subject, persons for and against, etc. These recommendations are invaluable and carry to our Executive Board and negotiators a good reading of the attitudes and desires of those members at the meetings. This procedure will continue.

This year we are trying something new. In addition to the usual methods of obtaining membership opinions, we are submitting a survey on basic negotiating subjects to the entire membership. A general survey such as this will have certain questions which may not be applicable to a particular group or would be answered differently by a certain group because of the difference in conditions and provisions of their agreement or the bargaining process involved. We are seeking a broad base of opinion which can be used to compare the total membership goals with the individual unit submissions, the separate bargaining groups, inter-related goals, etc. The analyses will be made by separating the surveys by bargaining groups and a large participation from all groups is needed to make the results meaningful. Again, please take note, the survey is for support information on general basic bargaining subjects and not a substitute for Unit Recommendations which will still be sent in and used.

We urge your participation and stress that you review the general instructions on the following page as well as the total survey before filling it out. Consider each subject area carefully in relation to the whole. Be sure to complete the background information on pages 13 and 14 as this information is most important in analyzing the data and preparation of arguments in support of basic proposals.

Be sure your completed questionnaire is mailed in time to reach the Union's post office box prior to February 1, 1970 as the feeding of survey information into the punch cards will commence on that date. We hope to complete the input and provide programming in time to start receiving data in the second week of February.

Your cooperation will be appreciated. With a good return from all groups, the data available through computer analysis should be of real value in bargaining.

Fraternally,
Officers and
Executive Board
Local Union 1245

opeiu: #29
afl-cio

GENERAL INSTRUCTIONS

This is a survey which is being sent to all the members of Local 1245. We sincerely hope that every member will complete the survey and return it. You may wish to discuss some questions in the survey with your family as their lives are also affected by your union's collective bargaining efforts. If a question is unclear, you should feel free to discuss it with your business representatives or union officers.

Through this survey we hope to get a consensus of the opinions of our membership on broad issues. We shall utilize a computer in analyzing the results which will serve as a guide for our negotiating committees.

Since this survey is being sent to members in many companies, agencies, and employment classifications, there may be some sections or specific questions which do not apply to your group. If this is the case circle the answer **Does Not Apply**. Also, if you have no opinion on any particular question, there is a place to indicate this fact.

Due to the general nature of the survey certain questions of importance to you and/or your work group may not have been included. On the last page under **General Questions**, space has been provided for a written statement which you should use to indicate any omissions of this kind.

Ignore numbers in parentheses at right hand margin. They are for use in computer tabulation of results.

Although we are interested and need to know what section of the Union you are in, the individual surveys will be anonymous.

Please return to Union by February 1, 1970

I. Collective Bargaining Priorities

Listed below are some collective bargaining goals. In each case **circle** the number which indicates whether you think the goal is very important, somewhat important, or not important to you. **Circle 0 if you have no opinion.** (If you are not sure of the meaning of any goal, read ahead in the survey and then come back to this section to give your opinions.)

	Very Important	Somewhat Important	Not Important	No Opinion	
A. Reduction in hours of work	1	2	3	0	(15)
B. Improved benefits	1	2	3	0	(16)
C. Improved wages	1	2	3	0	(17)
D. Better job security	1	2	3	0	(18)
E. Improved working conditions	1	2	3	0	(19)
F. Union shop or other forms of union security	1	2	3	0	(20)

II. Wages

A. Do you favor an "across-the-board" wage increase or a "percentage wage increase?" **Circle the appropriate number.** (21)

1. An across-the-board increase. (All classifications are increased by the same dollar amount such as \$2.00/week. Thus a lower classification receives a larger **percentage** increase than a higher classification.)
2. A percentage increase. (All classifications are increased by the same **percentage** such as 2% /week. A lower classification received a smaller **dollar** amount increase than a higher classification.
3. No opinion
0. Does Not Apply

Answer either B or C but not both.

B. If you favor an "across-the-board" wage increase (your answer to A above is (1)) what would you consider an adequate amount? **Circle your answer.** (22)

1. \$5/week 2. \$8/week 3. \$10/week 4. \$12/week
5. \$14/week 6. \$16/week 7. \$18/week 8. \$20/week
9. More than \$20/week 0. No opinion

C. If you favor a "percentage" wage increase (your answer to A is (2)) what would you consider an adequate increase? **Circle your answer.** (23)

1. 4% 2. 5% 3. 6% 4. 7% 5. 8% 6. 9%
7. 10% 8. More than 10% 0. No opinion

Everybody please answer.

D. Do you think any portion of the wage increase you consider adequate should be used to finance the improvement of benefits such as health care? **Circle the appropriate answer.** (24)

1. All 2. None 3. 75% 4. 50% 5. 25%
6. 10% 7. 5% 0. No opinion

E. When management adopts around-the-clock work schedules in order to use expensive equipment more efficiently, what should the union's approach be to changes in the regular schedule of hours for employees? Six union approaches to work schedules are listed below. For each approach, **circle the appropriate number to the right** to indicate whether you agree or disagree with that particular approach and whether you agree or disagree **strongly** or just **somewhat**.

	Agree			Disagree			Does Not Apply
	Strongly	Somewhat		Strongly	Somewhat	No Opinion	
1. Shift differentials should be increased.	1	2		3	4	5	0 (25)
2. Overtime pay should be increased.	1	2		3	4	5	0 (26)
3. Higher premiums should be paid for Saturday and Sunday as such.	1	2		3	4	5	0 (27)
4. An employee who has split shifts should receive higher pay.	1	2		3	4	5	0 (28)
5. An employee who has split days off should receive higher pay.	1	2		3	4	5	0 (29)
6. A person who is subject to shift changes should receive higher pay	1	2		3	4	5	0 (30)

III. Benefits

- A. Three ways of improving your health plan are listed below. Indicate your preference by inserting (1) after your **first choice** in the blank space; (2) after your **second choice**; and (3) after your **third choice**.

—Add Dental Coverage _____ (31)

—Add Prescription Drug Coverage _____ (32)

—Provide more benefits for health care when **not** hospitalized _____ (33)

—No Opinion _____

—Does Not Apply _____

- B. Would you indicate below your estimate of your annual family out-of-pocket health care expenses beyond any family health plan coverage. (Include dental, prescriptions, doctor, hospital, eye care, X-ray, etc.) **Circle number at left.** (34)

1. \$0 - 100

2. \$101 - 200

3. \$201 - 300

4. \$301 - 400

5. \$401 - 500

6. \$501 - 600

7. \$601 - 700

8. \$701 - 800

9. Over \$800

IV. Reduction in Hours Worked.

There are several ways in which your union can seek a reduction in working hours. We are interested here in obtaining both your general and specific views on the subject.

- A. Do you agree or disagree with the following statement? The Union **should not seek** a reduction in the hours of work during these negotiations. **Circle your answer.** (35)

1. Agree
2. Disagree
3. No Opinion
0. Does Not Apply

- B. If the Union seeks a reduction in working hours during these contract negotiations, how would you rate each of the methods listed below? (Read all of the methods first and then **circle after each method the appropriate number.**)

	Best Method	Good Method	Fair Method	Poor Method	No Opinion	Does Not Apply	
Reduce the hours worked each day	1	2	3	4	5	0	(36)
Reduce the number of days worked each week	1	2	3	4	5	0	(37)
Longer vacations	1	2	3	4	5	0	(38)
More holidays	1	2	3	4	5	0	(39)
Reduce overtime work by increasing overtime pay	1	2	3	4	5	0	(40)

V. Job Security

The Union cannot create jobs nor halt the introduction of labor saving machinery and methods. It can help to cushion the impact of automation and other technological changes on the membership.

Circle the appropriate number to indicate whether you agree or disagree with each of the following statements. Indicate whether you agree or disagree strongly or somewhat.

	Agree		Disagree		Does Not Apply	
	Strongly	Somewhat	Strongly	Somewhat		
A. Seek a "no wage cut-no lay off" agreement and depend upon vacancies created by retirement, quits, deaths, and resignations, to alleviate the situation.	1	2	3	4	5	(41)
B. Reducing the hours of work and spreading the available work over a larger group of people. (Longer vacations, early retirement, shorter work week and day, etc.)	1	2	3	4	5	(42)
C. A supplemental benefit plan which would be used to provide training or retraining for displaced employees	1	2	3	4	5	(43)
D. A supplemental plan which would provide severance pay based upon length of service	1	2	3	4	5	(44)
E. The union should not be concerned about automation as it is not a union problem	1	2	3	4	5	(45)

VII. Working Conditions

There are a number of problems which must be considered during negotiations. Please indicate your feelings by **circling the appropriate number**.

	Agree			Disagree			Does Not Apply
	Strongly	Somewhat		Strongly	Somewhat	No Opinion	
A. The grievance procedure needs revision	1	2		3	4	5	0 (46)
B. Promotional opportunities should be increased by eliminating geographical barriers in bidding	1	2		3	4	5	0 (47)
C. The union should continue to seek special consideration in such forms as accelerated promotion rights for displaced and demoted employees	1	2		3	4	5	0 (48)
D. Revision of job descriptions is most important	1	2		3	4	5	0 (49)
E. Lines of progression need to be revised or negotiated	1	2		3	4	5	0 (50)
F. Training programs are not adequate to meet needs	1	2		3	4	5	0 (51)

VII. Union Security

At the present time a majority of our Union members are covered by collective bargaining agreements which contain a "maintenance of membership" clause in order to provide as stable and responsible a bargaining relationship as possible. Various alternative legal possibilities are described below. **Circle the number on the one which you regard as most desirable.** In Nevada and Arizona, which are "Right to Work" states, some, or all of these choices are illegal. Please state your preferences even though you may be from one of these states or employed in a governmental agency.

(52)

1. **Full Union Shop** — All present employees must join the union and any employees hired in the future must join the union within 30 days of the date of employment.
2. **Modified Union Shop** — All present employees who are or become members must continue their membership as long as they are employed. All future hires must become members within 30 days after the date of their employment.
3. **Agency Shop** — All employees are required to pay a "representation fee" to the union equal to the union dues whether or not they join the union.
4. **Maintenance of Membership** — The present situation for a majority of our members. A person is not required to join the Union but if he does he must remain a member for the term of the present agreement.
5. No Opinion

VIII. From the following list of 15 items, select (5) which you consider essential to be included in a negotiated package by circling the number to the left. (Please do not circle more than five (5).) (53-62)

01. Shorter work day or work week.
02. A dental plan.
03. Better union security provisions.
04. A wage increase.
05. Strengthen seniority provisions in promotions.
06. Improved health care benefits.
07. Protection from job loss through automation or other technological advances.
08. Longer vacations.
09. Increased overtime pay.
10. Revised bidding procedures.
11. More sick leave.
12. More holidays.
13. Correction of wage inequities between classifications.
14. Revision of job descriptions.
15. Emphasize qualifications more in promotions.

IX. Background Information

Please complete all of the following information. It is needed for an analysis of the survey.

- A. Employed by: _____
- B. Classification: _____
- C. Department: _____
- D. Length of service: _____ Years (63-64)
_____ Months (65-66)
- E. Sex: 1. Male (67)
2. Female
- F. Marital Status: 1. Married (68)
2. Single
- G. Number of dependents IN addition to spouse: _____ (69)
- H. Are you the primary wage earner in your family? 1. Yes
2. No (70)
- I. Are there any other persons in your family 1. Yes
working? 2. No (71)
How many work? _____ (72)
Full-time? _____ (73)
Part-time? _____ (74)
- J. Where do you live? (Circle one) (75)
1. Central city 4. Out in the country
2. Suburb 5. Other
3. Small town
- K. What town, city or area do you live in? _____

- L. How far do you live from your work location? (76)
(a) **Miles**
1. 1 - 10 miles 5. 26 - 30
2. 11 - 15 6. 31 - 35
3. 16 - 20 7. over 35
4. 21 - 25

IX. Continued

(b) Travel Time (under normal conditions)

(77)

- | | |
|-------------------------|--------------------|
| 1. Less than 10 minutes | 6. 30 - 35 |
| 2. 10 - 15 | 7. 35 - 40 |
| 3. 15 - 20 | 8. 40 - 45 |
| 4. 20 - 25 | 9. over 45 minutes |
| 5. 25 - 30 | |

M. In which age grouping do you belong?

(78)

- | | |
|------------|------------|
| 1. 18 - 20 | 5. 50 - 59 |
| 2. 21 - 29 | 6. 60 - 65 |
| 3. 30 - 39 | 7. over 65 |
| 4. 40 - 49 | |

N. Are you covered under another health plan other than your negotiated plan?

(79)

- | | |
|--------|-------|
| 1. Yes | 2. No |
|--------|-------|

O. Is any member of your family covered by another health plan? ⁽⁸⁰⁾

- | | |
|--------|-------|
| 1. Yes | 2. No |
|--------|-------|

P. We do not expect you to reveal your exact **individual income from wages** but your income group is important in analyzing our survey. Therefore, would you please indicate into which income group your individual income falls by **circling the number to the left**.

card 2
(15)

- | | |
|---------------------|----------------------|
| 1. Under \$ 5,000 | 4. 10,000 - 11,999 |
| 2. \$ 5,000 - 6,999 | 5. 12,000 - 14,999 |
| 3. 7,000 - 9,999 | 6. 15,000 - and over |

Q. Would you please indicate the amount, if any, of income from any source in addition to your wages received by your family.

(16)

- | | |
|---------------------|--------------------|
| 1. None | 6. 7,000 - 9,999 |
| 2. Under \$ 2,000 | 7. 10,000 - 11,999 |
| 3. \$ 2,000 - 2,999 | 8. 12,000 - 14,999 |
| 4. 3,000 - 4,999 | 9. 15,000 and over |
| 5. 5,000 - 6,999 | |

IX Continued

R. Members **employed by P. G. & E.** please designate your employment group by **circling the number** to the left.

I. Division Physical (17)

- | | |
|------------------------|---------------------|
| 1. Gas Department | 3. Steam Generation |
| 2. Electric Department | 4. General Services |

II. General Construction (18)

- | | |
|------------------------|------------|
| 1. Gas Department | 4. Station |
| 2. Electric Department | 5. Hydro |
| 3. Clerical | 6. Davis |

III. Division Clerical (19)

- | | |
|--------------------------|----------------------|
| 1. Operating Departments | 2. Customer Services |
|--------------------------|----------------------|

IV. General Office Clerical (20)

V. Material Control (21)

- | | |
|--------------|--------------|
| 1. Clerical | 3. Shops |
| 2. Warehouse | 4. Pipe Yard |

VI. Pipe Line Operations (22)

VII. Other (if not covered please state in space below) (23)

S. Are you a? (24)

1. Shift worker
2. Day worker
3. Service worker

GENERAL QUESTIONS

1. In awarding promotions or transfers which seniority should be used?

1. Total length of service with employer
2. Classification seniority
3. Does Not Apply
0. No Opinion

(25)

2. If you feel the present grievance procedure is in need of revision could you make a brief statement of what is wrong?

(26)

3. If the most important items to your work groups were not covered in the survey would you state what work group you are in and what the items are.

1. Work Group _____ (27)

2. Most important items _____ (28)
