

UNION MEMBER ATTITUDE QUESTIONNAIRE

[Local 14, Western * Graphic Arts Union]

CENTER FOR LABOR RESEARCH AND EDUCATION

INSTITUTE OF INDUSTRIAL RELATIONS (Berkeley)

UNIVERSITY OF CALIFORNIA

The leadership of your local is concerned about a number of issues which face the Printing Pressman's Union today, and Local 14 in particular. Among these are issues such as membership involvement in local union affairs, the problems facing the printing industry today, the direction of collective bargaining priorities, and the state of printing as a vocation. Since you are the union membership, we are attempting to find out what you think about these issues. We hope you will appreciate the importance of these issues and your stake in them.

We should like you to feel that you are expressing your true feelings as you answer the questionnaire. Please write your comments in the margin when you feel a question is unclear or doesn't allow you to express how you feel. We are *not* asking you to sign your name *so you can be sure that your answers will be confidential.*

You can answer most of the questions simply by checking the appropriate box with a pen or pencil. Please disregard the figures at the right-hand side of each page. They are for scoring purposes.

Thank you for your cooperation.

I. Attitude toward Union.

1. Do you think that without unions the living standard of workers would be lower?

- ☐ Most definitely
☐ Probably yes
☐ Probably not
☐ Certainly not

1 2 3 4

5/1

6/

2. Do you think that unions are doing a better job now for their members than they were doing 5 years ago?

- ☐ Yes, a much better job
☐ Yes, but only slightly better
☐ Doing about the same
☐ Doing a poorer job

7/



✓ Berkeley, 1974

3. How did the President's wage freeze and establishment of economic controls affect your living standards?
- ☐ Good effect
 - ☐ Bad effect
 - ☐ No change
 - ☐ Don't know
- 8/
4. Overall, how would you rate the Printing Pressman's Union of North America (international) compared to other unions?
- ☐ One of the best
 - ☐ Better than most
 - ☐ About the same
 - ☐ Not as good as most
- 9/
5. What is the name of your international's president?
-
- ☐ Don't know
- 10/
6. Should the international union take over the government of a local union if the local goes out on strike in violation of a contract?
- ☐ Yes, always
 - ☐ Yes, depending on the circumstances
 - ☐ Yes, but only in very rare instances
 - ☐ Never
- 11/
7. Should the international union take over the government of a local union if serious financial irregularities are uncovered in the local union?
- ☐ Yes, always
 - ☐ Yes, depending on the circumstances
 - ☐ Yes, but only in very rare instances
 - ☐ Never
- 12/
8. Overall, how would you rate your local union compared to other locals in the Pressmen's Union?
- ☐ One of the best
 - ☐ Better than most
 - ☐ About the same
 - ☐ Not as good as most
- 13/
9. What is the name of your local's president?
-
- ☐ Don't know
- 14/

10. How satisfied are you with the job your local union is doing in each of the following areas? (Please check an answer for each activity.)

	<i>Highly Satisfied</i>	<i>Satisfied</i>	<i>Dis- satisfied</i>	<i>Highly Dissatisfied</i>	
a. Fringe benefits	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	15/
b. Grievances	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	16/
c. Political activities....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	17/
d. Wage increases.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	18/
e. Job security	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	19/
f. Working conditions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	20/
g. Social & educational activities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	21/

11. How good a job does your local union do in defending members who get a "bad deal" from management?

- ☐ Excellent
☐ Good
☐ Fair
☐ Poor
- 22/

12. Have you ever had the union process one of your grievances?

- ☐ Yes
☐ No (skip to question 13)
- 23/

A. How long ago was this?

..... Years

24/

B. Was the union successful in winning your case?

- ☐ Yes
☐ No
☐ The decision was a compromise
- 25/

13. What are your union dues per month?

\$.....

26/

14. In general, how do you feel about the union dues which you pay?

- ☐ They are extremely low
☐ They are low
☐ They are just right
☐ They are high
☐ They are extremely high
- 27/

15. How would you rate the amount of knowledge the local union officers have about members' opinion on union affairs?

- ☐ Excellent
☐ Good
☐ Fair
☐ Poor
- 28/

16. Do you think that leaders of your local take the opinions of the members into consideration when making a decision?
- ☐ All of the time
- ☐ Most of the time
- ☐ Some of the time
- ☐ Never
- 29/

17. How would you propose that the local union officers be made more responsive to the memberships' wishes?
- | | <i>Yes</i> | <i>No</i> | |
|---|--------------------------|--------------------------|-----|
| a. Through increased membership participation at union meetings | <input type="checkbox"/> | <input type="checkbox"/> | 30/ |
| b. Through increased membership participation on union committees | <input type="checkbox"/> | <input type="checkbox"/> | 31/ |
| c. Through membership referendums on all decisions | <input type="checkbox"/> | <input type="checkbox"/> | 32/ |
| d. Through more frequent election of local union officers | <input type="checkbox"/> | <input type="checkbox"/> | 33/ |
| e. Others: (specify) | <input type="checkbox"/> | <input type="checkbox"/> | 34/ |

18. Do you happen to know which of the following local officers receive a salary?
- | | <i>Receives Salary</i> | <i>Does Not Receive Salary</i> | <i>Don't Know</i> | |
|-------------------------|--------------------------|--------------------------------|--------------------------|-----|
| President..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | 35/ |
| Business Agent..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | 36/ |
| Secretary-Treasurer.... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | 37/ |
| Chapel Chairman..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | 38/ |

19. For each office in which you have previously indicated a salary was paid, please check whether you think that salary is too high, too low, reasonable, or if you don't have any idea what the salary is.
- | | <i>Too High</i> | <i>Too Low</i> | <i>Reasonable</i> | <i>Don't Know</i> | |
|-------------------|--------------------------|--------------------------|--------------------------|--------------------------|-----|
| President..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | 39/ |
| Business Agt..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | 40/ |
| Sec.-Treas..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | 41/ |
| Chapel Chrmn.. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | 42/ |

20. How would you rate the job which your local officers are doing?
- A. President of the Local:
- ☐ Excellent
- ☐ Good
- ☐ Fair
- ☐ Poor
- ☐ Can't Say 43/
- B. Secretary-Treasurer:
- ☐ Excellent
- ☐ Good
- ☐ Fair
- ☐ Poor
- ☐ Can't Say 44/
- C. Business Agent:
- ☐ Excellent
- ☐ Good
- ☐ Fair
- ☐ Poor
- ☐ Can't Say 45/
- D. Chapel Chairman in Your Shop:
- ☐ Excellent
- ☐ Good
- ☐ Fair
- ☐ Poor
- ☐ Can't Say 46/
21. Can you think of anything your local officers might be doing to be of more assistance to the members?
-
-
- 47/
22. Have you ever held any local union office, or served on a union committee?
- ☐ Yes, I do at present
- ☐ Yes, I have in the past
- ☐ No 48/
23. Do you feel that every member with leadership ability has a chance of being elected to local union office if he is willing to make the effort to run?
- ☐ Yes, a very good chance
- ☐ Yes, a reasonable chance
- ☐ Yes, a very slim chance
- ☐ No chance at all 49/

24. How many of the last six union meetings have you attended?
- ☐ None
 - ☐ One
 - ☐ Two
 - ☐ Three
 - ☐ Four
 - ☐ Five
 - ☐ Six
- 50/
25. How do you feel about the way in which your local's meetings are run?
- ☐ Very Satisfied
 - ☐ Mostly Satisfied
 - ☐ Somewhat Dissatisfied
 - ☐ Very Dissatisfied
- 51/
26. How often have you made suggestions to the officers of your local about union affairs?
- ☐ Several times a year
 - ☐ Once or twice a year
 - ☐ Never (skip to question 28)
- 52/
27. Were any of your suggestions accepted?
- ☐ Yes
 - ☐ No
- 53/
28. How would you rate the amount of knowledge most members have about local union affairs?
- ☐ Excellent
 - ☐ Good
 - ☐ Fair
 - ☐ Poor
- 54/
29. Do you read the international's newspaper?
- ☐ Yes, almost every issue
 - ☐ Yes, once in a while
 - ☐ No, never
 - ☐ I do not receive it
- 55/
30. Do you read the local bulletin?
- ☐ Yes, almost every issue
 - ☐ Yes, once in a while
 - ☐ No, never
 - ☐ I do not receive it
- 56/

31. Aside from your membership in the union, to what other kinds of organizations do you belong?			
	<i>Yes</i>	<i>No</i>	
A. Lodge.....	<input type="checkbox"/>	<input type="checkbox"/>	57/
B. Political.....	<input type="checkbox"/>	<input type="checkbox"/>	58/
C. Charitable or Welfare.....	<input type="checkbox"/>	<input type="checkbox"/>	59/
D. Recreational.....	<input type="checkbox"/>	<input type="checkbox"/>	60/
E. Veterans organizations.....	<input type="checkbox"/>	<input type="checkbox"/>	61/
F. P. T. A.....	<input type="checkbox"/>	<input type="checkbox"/>	62/
G. Youth Groups (Scout leaders, etc.).....	<input type="checkbox"/>	<input type="checkbox"/>	63/
H. Nationality organization (such as Sons of Norway, etc.).....	<input type="checkbox"/>	<input type="checkbox"/>	64/
I. Religious.....	<input type="checkbox"/>	<input type="checkbox"/>	65/
J. Others: (Specify).....	<input type="checkbox"/>	<input type="checkbox"/>	66/
.....			
K. None:.....	<input type="checkbox"/>	<input type="checkbox"/>	67/
32. Aside from union activities, about how many times a week do you attend meetings or activities connected with organizations to which you belong?			
<input type="checkbox"/> Once a week			
<input type="checkbox"/> Twice a week			
<input type="checkbox"/> Three times a week			
<input type="checkbox"/> Four or more per week			
<input type="checkbox"/> Never			68/
33. Would you be interested in attending labor education classes endorsed by your union and conducted by the University of California?			
<input type="checkbox"/> Very interested			
<input type="checkbox"/> Somewhat interested			
<input type="checkbox"/> Not at all interested (skip to next page)			69/
34. What type of class would you be most interested in attending?			
	<i>Yes</i>	<i>No</i>	
a. Grievance handling and arbitration.....	<input type="checkbox"/>	<input type="checkbox"/>	70/
b. Labor economics	<input type="checkbox"/>	<input type="checkbox"/>	71/
c. American trade union history.....	<input type="checkbox"/>	<input type="checkbox"/>	72/
d. Trade union movements of other countries	<input type="checkbox"/>	<input type="checkbox"/>	73/
e. Labor law	<input type="checkbox"/>	<input type="checkbox"/>	74/
f. Reading skills for labor.....	<input type="checkbox"/>	<input type="checkbox"/>	75/
g. Psychology of union leadership.....	<input type="checkbox"/>	<input type="checkbox"/>	76/
h. Others: (specify)	<input type="checkbox"/>	<input type="checkbox"/>	77/

II. State of Industry

1. Based on your own experience, what do you think has happened to the number of jobs available now in the printing industry in Northern California, compared to when you began working in the industry?

☐ Increased
☐ Remained the same
☐ Decreased
☐ Don't know

78/

2. What has happened to the number of job classifications compared to when you entered the printing industry?

☐ Increased
☐ Remained the same (skip to question 4)
☐ Decreased (skip to question 4)
☐ Don't know (skip to question 4)

79/

3. Has the increase in job classifications that have taken place affected your sense of satisfaction with your job?

☐ Increased it
☐ No change
☐ Decreased it
☐ Don't know

80/

4. What shift are you on at present in your shop?

☐ Day
☐ Night
☐ Second Night

1	2	3	4
5/2			
6/			

5. How many employees are there in your shop?

☐ 1-10
☐ 11-24
☐ 25 or more

7/

6. What has happened to the *number of employees* in your shop over the past five years?

☐ Increased
☐ Remained the same
☐ Decreased
☐ Don't know

8/

7. What has happened to the *total amount of production* in your shop over the past five years?

☐ Increased greatly
☐ Increased some
☐ Remained the same
☐ Decreased some
☐ Decreased greatly
☐ Don't know

9/

8. What has happened to the *amount of production per employee* in your shop over the past five years?
- ☐ Increased
- ☐ Remained the same (skip to question 10)
- ☐ Decreased (skip to question 10)
- ☐ Don't know (skip to question 10) 10/
9. What do you think has led to the increase in productivity?
- | | Yes | No | Don't Know | |
|-------------------------------------|--------------------------|--------------------------|--------------------------|-----|
| a. Better organization of the plant | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | 11/ |
| b. New & more efficient equipment | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | 12/ |
| c. Employees are working harder.... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | 13/ |
| d. Better supervision | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | 14/ |
| e. Improved employee morale..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | 15/ |
| f. Others: Explain | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | 16/ |
-
-
10. Is job loss due to automation and technological change a problem in your plant?
- ☐ Yes
- ☐ No
- ☐ Don't know 17/
11. What do you think your union should do to combat the threat of job loss?
- | | Yes | No | |
|--|--------------------------|--------------------------|-----|
| a. Demand retraining program..... | <input type="checkbox"/> | <input type="checkbox"/> | 18/ |
| b. Press for a shorter work week..... | <input type="checkbox"/> | <input type="checkbox"/> | 19/ |
| c. Try to prevent the installation of new equipment | <input type="checkbox"/> | <input type="checkbox"/> | 20/ |
| d. Try to get the retirement age lowered without loss of benefits..... | <input type="checkbox"/> | <input type="checkbox"/> | 21/ |
| e. Push for severance pay benefits..... | <input type="checkbox"/> | <input type="checkbox"/> | 22/ |
| f. Other: Explain | <input type="checkbox"/> | <input type="checkbox"/> | 23/ |
-
-
12. How much of a problem is it for your company to hold its own competitively at present?
- ☐ No problem at all (skip to question 15)
- ☐ Somewhat of a problem
- ☐ A real problem
- ☐ Don't know (skip to question 15) 24/

13. What kind of competition does your shop have?
- | | <i>Yes</i> | <i>No</i> | <i>Don't Know</i> | |
|--|--------------------------|--------------------------|--------------------------|-----|
| a. From local plants | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | 25/ |
| b. From plants in other parts of California | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | 26/ |
| c. From plants in other parts of the United States | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | 27/ |
| d. From foreign plants | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | 28/ |
14. How has this competition affected your employment conditions?
- | | <i>Yes</i> | <i>No</i> | <i>Don't Know</i> | |
|---|--------------------------|--------------------------|--------------------------|-----|
| a. Harder to get wage increases..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | 29/ |
| b. Forced employer to introduce new equipment | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | 30/ |
| c. More overtime | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | 31/ |
| d. Less overtime | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | 32/ |
| e. Fewer employees | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | 33/ |
| f. More specialized classifications | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | 34/ |
| g. Less job security..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | 35/ |
| h. Other: Explain | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | 36/ |
| | | | | |
| | | | | |
15. Do you think your union should be concerned with the problem of competition in the printing industry?
- ☐ Yes
- ☐ No
- ☐ Don't Know
- 37/
16. Do you think your union should adjust its collective bargaining demands (i.e., scaling down wage increases and fringe benefits) to help a plant compete more successfully for work?
- ☐ Yes
- ☐ No
- ☐ Don't Know
- 38/
17. Do you think your union should adjust its demands on all firms in Northern California in order to help them compete with plants in other parts of the United States or foreign countries?
- ☐ Yes
- ☐ No
- ☐ Don't Know
- 39/

III. Collective Bargaining Priorities

1. From the following list of 15 items *select 5* which you regard as the most important items in your union's collective bargaining goals by putting a check in the box to your left. (*Please do not check more than five (5).*)

<input type="checkbox"/> Shorter work day or work week	40/
<input type="checkbox"/> Improved retirement program	41/
<input type="checkbox"/> Better union security provisions	42/
<input type="checkbox"/> A wage increase	43/
<input type="checkbox"/> Strengthen seniority provisions in promotions	44/
<input type="checkbox"/> Improved health care benefits	45/
<input type="checkbox"/> Protection from job loss through automation or other technological advances. (Training fund)	46/
<input type="checkbox"/> Longer vacations	47/
<input type="checkbox"/> Increased overtime pay	48/
<input type="checkbox"/> Compulsory savings program	49/
<input type="checkbox"/> More sick leave	50/
<input type="checkbox"/> More holidays	51/
<input type="checkbox"/> Correction of wage inequities between classifications	52/
<input type="checkbox"/> Revision of job descriptions	53/
<input type="checkbox"/> Emphasize qualifications more in promotions	54/

2. Would you be in favor of a four day work week of nine hour days?

<input type="checkbox"/> Yes	
<input type="checkbox"/> No	
<input type="checkbox"/> Don't Know	55/

3. If your regular work week was reduced to four days, how do you think you would use the extra time?

	Yes	No	Don't Know	
A. Work Overtime	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	56/
B. Take a second job	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	57/
C. Use the extra time for leisure....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	58/
D. Other: (Explain)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	59/

.....

4. Would you want to strike if the employer *refused to grant any wage increase or other improvements* at all at your next contract negotiations?

<input type="checkbox"/> Definitely yes	
<input type="checkbox"/> Probably yes	
<input type="checkbox"/> Probably no	
<input type="checkbox"/> Definitely no	60/

5. Would you want to strike if your employer <i>refused to grant an increase of no more than 30 cents per hour in wages and benefits</i> in your next contract negotiations?	
<input type="checkbox"/> Definitely yes	
<input type="checkbox"/> Probably yes	
<input type="checkbox"/> Probably no	
<input type="checkbox"/> Definitely no	61/
6. Would you strike if by striking you would stand a fifty-fifty chance of losing your pension and welfare benefits during the strike?	
<input type="checkbox"/> Definitely yes	
<input type="checkbox"/> Probably yes	
<input type="checkbox"/> Probably no	
<input type="checkbox"/> Definitely no	62/
7. Do you presently have an opportunity to work overtime?	
<input type="checkbox"/> Yes	
<input type="checkbox"/> No (skip to question 8)	63/
A. Have you worked any overtime in the last six months?	
<input type="checkbox"/> Yes	
<input type="checkbox"/> No (skip to question 8)	64/
B. How many hours per week on the average do you work overtime?	
..... Hours	65/
8. Do you favor an "across the board" wage increase or a "percentage" wage increase? (Please check only one.)	
<input type="checkbox"/> An across the board increase. (All classifications are increased by the same dollar amount such as \$4/week.)	
<input type="checkbox"/> A percentage increase. (All classifications are increased by the same percentage such as 4% week.)	66/
9. Do you feel the wage increases negotiated by your union during the present inflationary period have:	
<input type="checkbox"/> Been sufficient enough for you to improve your standard of living	
<input type="checkbox"/> Enabled you to maintain the same standard of living	
<input type="checkbox"/> Not been enough for you to maintain the same standard of living	67/
IV. Printing as an Occupation: Experience, Skills and Job Security	
1. How long have you worked in the printing industry?	
<input type="checkbox"/> 1-5 years	
<input type="checkbox"/> 6-10 years	
<input type="checkbox"/> 11-15 years	
<input type="checkbox"/> 16-20 years	
<input type="checkbox"/> Over 20 years	68/

2. How long have you been a member of the Pressmans Union?	
<input type="checkbox"/> 1-5 years	
<input type="checkbox"/> 6-10 years	
<input type="checkbox"/> 11-15 years	
<input type="checkbox"/> 16-20 years	
<input type="checkbox"/> Over 20 years	69/
3. In how many different plants in the printing industry have you been employed?	
<input type="checkbox"/> One	
<input type="checkbox"/> Two	
<input type="checkbox"/> 3-4	
<input type="checkbox"/> 5-6	
<input type="checkbox"/> 7 or more	70/
4. What is your <i>current</i> classification?	
<input type="checkbox"/> Journeyman	
<input type="checkbox"/> Assistant Pressman	
<input type="checkbox"/> Apprentice (skip to question 11)	
<input type="checkbox"/> Other: Explain	71-72/
.....	
5. Did you serve an apprenticeship?	
<input type="checkbox"/> Yes	
<input type="checkbox"/> No (skip to question 7)	73/
6. A. When did you complete your apprenticeship?	
<input type="checkbox"/> 1-5 years ago	
<input type="checkbox"/> 6-10 years ago	
<input type="checkbox"/> 11-15 years ago	
<input type="checkbox"/> 16-20 years ago	
<input type="checkbox"/> Over 20 years ago	74/
B. How long were you an apprentice?	
<input type="checkbox"/> 1 year	
<input type="checkbox"/> 2-3 years	
<input type="checkbox"/> 4-5 years	
<input type="checkbox"/> Over 5 years	75/
C. Have you received any training in addition to your apprenticeship?	
<input type="checkbox"/> Yes	
<input type="checkbox"/> No (skip to question 8)	76/

(Question 6 continued on next page)

D. What type of additional training have you received?

	Yes	No	
1. On the job training.....	<input type="checkbox"/>	<input type="checkbox"/>	77/
2. Union sponsored courses	<input type="checkbox"/>	<input type="checkbox"/>	78/
3. Training available through public educational institutions	<input type="checkbox"/>	<input type="checkbox"/>	79/ 80/
4. Other training offered through governmental training programs.....	<input type="checkbox"/>	<input type="checkbox"/>	— — — — 1 2 3 4
5. Other than above. Explain.....	<input type="checkbox"/>	<input type="checkbox"/>	5/3
.....			6/
(Skip to question 8)			

7. What kind of training did you receive for *your present job*?

	Yes	No	
a. Vocational training in a public school or skills center	<input type="checkbox"/>	<input type="checkbox"/>	7/
b. On the job in the plant where you now work other than apprenticeship	<input type="checkbox"/>	<input type="checkbox"/>	8/
c. On the job in another plant other than apprenticeship	<input type="checkbox"/>	<input type="checkbox"/>	9/
d. Training offered through the union other than apprenticeship	<input type="checkbox"/>	<input type="checkbox"/>	10/
e. Other: Explain	<input type="checkbox"/>	<input type="checkbox"/>	11/
.....			

8. Should the union have a program for upgrading journeyman skills?

<input type="checkbox"/> Yes	
<input type="checkbox"/> No (skip to question 11)	
<input type="checkbox"/> No opinion (skip to question 11)	12/

9. What kind of program would meet your needs?

	Yes	No	
a. Weekends	<input type="checkbox"/>	<input type="checkbox"/>	13/
b. Nights	<input type="checkbox"/>	<input type="checkbox"/>	14/
c. Others: (Specify)	<input type="checkbox"/>	<input type="checkbox"/>	15/
.....			

10. What knowledge and skills should be taught in a journeyman upgrading program?

	Yes	No	
a. Equipment now in use in your plant.....	<input type="checkbox"/>	<input type="checkbox"/>	16/
b. Equipment in use in other plants.....	<input type="checkbox"/>	<input type="checkbox"/>	17/
c. New equipment which might be installed in your shop within the next five years.....	<input type="checkbox"/>	<input type="checkbox"/>	18/

11. What equipment *can* you operate?

	Yes	No	
A. Letter press	<input type="checkbox"/>	<input type="checkbox"/>	19/
B. Offset press	<input type="checkbox"/>	<input type="checkbox"/>	20/
C. Pre press	<input type="checkbox"/>	<input type="checkbox"/>	21/
D. Web press	<input type="checkbox"/>	<input type="checkbox"/>	22/
E. Rotogravure	<input type="checkbox"/>	<input type="checkbox"/>	23/
F. Other (Specify)	<input type="checkbox"/>	<input type="checkbox"/>	24/

12. What equipment do you *currently* operate?

	Yes	No	
A. Letter press	<input type="checkbox"/>	<input type="checkbox"/>	25/
B. Offset press	<input type="checkbox"/>	<input type="checkbox"/>	26/
C. Pre press	<input type="checkbox"/>	<input type="checkbox"/>	27/
D. Web press	<input type="checkbox"/>	<input type="checkbox"/>	28/
E. Rotogravure	<input type="checkbox"/>	<input type="checkbox"/>	29/
F. Other (Specify)	<input type="checkbox"/>	<input type="checkbox"/>	30/

13. What equipment would you like to learn to operate?

A.	
B.	
C.	
D.	31/

14. Whose responsibility is it, do you think, to provide *initial* training for you in printing?

<input type="checkbox"/> Your employer	
<input type="checkbox"/> Your union	
<input type="checkbox"/> Both	
<input type="checkbox"/> Neither	32/

15. Whose responsibility is it to provide training for you on how to operate new equipment which may be introduced in the future?

<input type="checkbox"/> Your employer	
<input type="checkbox"/> Your union	
<input type="checkbox"/> Both	
<input type="checkbox"/> Neither	33/

16. How secure do you feel the printing industry is as a place of employment for persons like yourself?

<input type="checkbox"/> Very secure (answer A)	
<input type="checkbox"/> Fairly secure (answer A)	
<input type="checkbox"/> Not very secure (skip to B)	34/

(Question 16 continued on next page)

A. What conditions make you feel secure?

	Yes	No	
1. My journeyman status as a pressman.....	<input type="checkbox"/>	<input type="checkbox"/>	35/
2. The security provided by my current employer	<input type="checkbox"/>	<input type="checkbox"/>	36/
3. My union will be able to secure me employment	<input type="checkbox"/>	<input type="checkbox"/>	37/
4. The security provided by my collective bargaining agreement	<input type="checkbox"/>	<input type="checkbox"/>	38/
5. Other:	<input type="checkbox"/>	<input type="checkbox"/>	39/

B. In what direction would you expect to look to gain employment security?

	Yes	No	
1. Your union	<input type="checkbox"/>	<input type="checkbox"/>	40/
2. Your employer	<input type="checkbox"/>	<input type="checkbox"/>	41/
3. Retraining opportunities provided by public schools or governm't training programs	<input type="checkbox"/>	<input type="checkbox"/>	42/
4. Other:	<input type="checkbox"/>	<input type="checkbox"/>	43/

17. If your present job were to be eliminated by a plant closing, or by the introduction of new equipment, how much difficulty do you think you would have finding another job in the printing industry?

- ☐ None
☐ Some
☐ A great deal

44/

18. If you lost your job for any reason, would you depend upon your union to find you another one?

- ☐ Yes
☐ No
☐ Don't Know

45/

19. How are the technological changes (new equipment being introduced) in the printing industry affecting your security of employment?

- ☐ Increasing it
☐ Decreasing it
☐ Having no effect
☐ Don't Know

46/

20. In your opinion, how well is the shop you work in managed?

- ☐ Well managed
☐ About average
☐ Poorly managed

47/

- | | |
|---|-----|
| 21. How would you rate the quality of the work produced presently in your shop, compared to what it was five years ago? | |
| <input type="checkbox"/> Better quality now | |
| <input type="checkbox"/> About the same | |
| <input type="checkbox"/> Worse quality now | |
| <input type="checkbox"/> Can't say | 48/ |
| 22. Do you consider yourself: | |
| <input type="checkbox"/> A skilled worker | |
| <input type="checkbox"/> A semi-skilled worker | |
| <input type="checkbox"/> An unskilled worker | 49/ |
| 23. How much do you enjoy your work? | |
| <input type="checkbox"/> A great deal | |
| <input type="checkbox"/> Some | |
| <input type="checkbox"/> Not at all | 50/ |
| 24. How interesting do you find your job? | |
| <input type="checkbox"/> Interesting most of the time | |
| <input type="checkbox"/> Occasionally interesting | |
| <input type="checkbox"/> Dull and monotonous | 51/ |
| 25. How much pride do you take in your work? | |
| <input type="checkbox"/> A great deal | |
| <input type="checkbox"/> Some | |
| <input type="checkbox"/> None | 52/ |
| 26. Do you intend to stay in printing for the remainder of your work life? | |
| <input type="checkbox"/> Yes | |
| <input type="checkbox"/> No | |
| <input type="checkbox"/> Don't Know | 53/ |
| A. If you had it to do all over again, would you choose printing as an occupation? | |
| <input type="checkbox"/> Yes | |
| <input type="checkbox"/> No | |
| <input type="checkbox"/> Don't Know | 54/ |
| B. If you had a son or daughter, would you like to see him or her enter the printing industry? | |
| <input type="checkbox"/> Yes | |
| <input type="checkbox"/> No | |
| <input type="checkbox"/> Don't Know | 55/ |
| C. Would you advise a young person to enter the printing industry? | |
| <input type="checkbox"/> Yes | |
| <input type="checkbox"/> No | |
| <input type="checkbox"/> Don't Know | 56/ |

27. In the past few years, some unions have been charged with discrimination against persons of minority origin who wished to become union members. Do you think this is a problem currently facing your union?			
<input type="checkbox"/> Yes			
<input type="checkbox"/> No			
<input type="checkbox"/> Don't Know			57/
28. How would you propose that the Printing Pressman's Union might increase the numbers of minority persons in its membership?			
	Yes	No	
a. Institute an affirmative action program.....	<input type="checkbox"/>	<input type="checkbox"/>	58/
b. Make an effort to bring more minority persons into the trade entry program.....	<input type="checkbox"/>	<input type="checkbox"/>	59/
c. Send union representatives into local high schools or vocational schools to talk to students about the printing trade.....	<input type="checkbox"/>	<input type="checkbox"/>	60/
d. Send information on the printing trade to local community organizations	<input type="checkbox"/>	<input type="checkbox"/>	61/
e. Other:	<input type="checkbox"/>	<input type="checkbox"/>	62/
.....			
.....			

V. Personal Information

Now that you have had a chance to express your opinions, we ask you to give us some information about yourself which will help us in interpreting the answers we have received. This information is essential to the success of the survey.

1. What is your sex?			
<input type="checkbox"/> Male			
<input type="checkbox"/> Female			63/
2. What is your present marital status?			
<input type="checkbox"/> Married			
<input type="checkbox"/> Single			
<input type="checkbox"/> Divorced, widowed or other			64/
3. How many dependents do you have, not counting yourself?			
.....			65/
4. How old are you?			
<input type="checkbox"/> Under 25			
<input type="checkbox"/> 26-35			
<input type="checkbox"/> 36-45			
<input type="checkbox"/> 46-55			
<input type="checkbox"/> Over 55			66/

5. Please put a check next to the highest grade in school which you have completed.
- ☐ Grammar school
 - ☐ 7th grade
 - ☐ 8th grade
 - ☐ 9th grade
 - ☐ 10th grade
 - ☐ 11th grade
 - ☐ 12th grade
 - ☐ 1st year college
 - ☐ 2nd year college
 - ☐ 3rd year college
 - ☐ 4th year college
 - ☐ Post-graduate
- 67/
6. What is your usual take-home pay per week, not counting over-time?
- ☐ Under \$125 per week
 - ☐ 126-150 per week
 - ☐ 151-175 per week
 - ☐ 176-200 per week
 - ☐ 201-225 per week
 - ☐ 226-250 per week
 - ☐ Over 250 per week
- 68/
7. If you work overtime, what is your usual overtime pay per week?
- ☐ \$40-65
 - ☐ 66-100
 - ☐ 101-125
 - ☐ Over 125
- 69/
8. At present, do you have a second job with another employer?
- ☐ Yes
 - ☐ No
- 70/
9. Are you the primary wage earner in your family?
- ☐ Yes
 - ☐ No
- 71/
10. Are there other persons in your family who work?
- ☐ Yes
 - ☐ No
- 72/

11. 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 (before taxes).

- ☐ Under \$5,000
- ☐ \$5,000-6,999
- ☐ \$7,000-8,999
- ☐ \$9,000-10,999
- ☐ \$11,000-12,999
- ☐ \$13,000-14,999
- ☐ \$15,000-16,999
- ☐ Over \$17,000

73/

12. What was your *total family income before taxes* last year from all sources as wages, rents, profits, interest and so on?

- ☐ Under \$5,000
- ☐ \$5,000-7,999
- ☐ \$8,000-10,999
- ☐ \$11,000-13,999
- ☐ \$14,000-16,999
- ☐ \$17,000-19,999
- ☐ Over \$20,000

74/

13. In which area of the state do you work?

- ☐ San Francisco, Peninsula and North.
- ☐ San Jose, Fresno and Central Valley
- ☐ East Bay

75/

14. We would appreciate your comments on any of the above questions or issues.

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76/