



2019 BARGAINING SURVEY FOR IAM MEMBERS WORKING AT CASCADES MILL

Please use the following instructions when answering this survey:

- Answer the survey questions by marking the appropriate circle with a pen, pencil or marker.
- Please follow instructions for each question carefully.
- Please do not mark on the boxes contained in the corners of the survey. These boxes are strictly for software use only.
- **PLEASE DO NOT COPY ANY PART OF THIS SURVEY, AS THIS WILL CAUSE IT TO BECOME UNSCANNABLE ON OUR SYSTEM.**
- **PLEASE DO NOT ADD ADDITIONAL STAPLES ANYWHERE ON THIS SURVEY!**
- You may write additional comments in the comment box provided.
- All responses are strictly confidential.

**ALL COMPLETED SURVEYS MUST BE RETURNED TO
SHOP STEWARD BY THE END OF YOUR SHIFT ON FRIDAY**

PLEASE TAKE A FEW MINUTES AND COMPLETE THIS SURVEY TODAY!

2019 BARGAINING SURVEY FOR IAM MEMBERS

WORKING AT Cascades Mill

Please take the time to complete this survey for the upcoming contract negotiation. The input from the surveys will enable your Negotiating Committee to better understand and address the membership's issues and priorities. We appreciate your participation!

1. How secure do you believe your job is today?
 Very secure Somewhat secure Not secure
2. What shift do you work? (Select only one)
 First shift Second Shift Third shift
3. What job category best describes your current work situation? (Select only one)
 Welder Stacker Operator Tester Maintenance Support

We want to know your priorities for negotiations in 2019. While we will try to make improvements in every area, it is important to know which ones are most important to you.

How important is it to make significant improvements in each area listed below?

Response Definition: NI=Not Important SI=Slightly Important IM=Important VI=Very Important ES=Essential					
	NI	SI	IM	VI	ES
4. General wage increases.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Reduce time it takes to reach maximum rate of production.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. Add Cost-of-Living Adjustment.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. Add IAM pension plan.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. Improve savings plan.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9. Improve medical coverage.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10. Improve dental coverage.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11. Improve vision coverage.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12. Improve accident and sickness coverage.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
13. Improve life insurance coverage.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
14. Increase paid holidays.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
15. More vacation time.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
16. Improve sick leave benefits.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
17. Increase in paid bereavement, jury, and military time off.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
18. Improve seniority language (i.e. layoff, recall rights, transfers, promotions, & shift preference).....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
19. Improve job security.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
20. Limitations on outsourcing.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
21. Increase input in work design.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

SAMPLE

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The following question is designed to highlight the most crucial issues for this bargaining unit.

22. Please indicate which of the following are strike issues. (You may select up to 3)

- | | |
|---|--|
| <input type="radio"/> Job security | <input type="radio"/> General wage increases |
| <input type="radio"/> Medical costs containment | <input type="radio"/> Add/Improve savings plan |
| <input type="radio"/> Pension increases | <input type="radio"/> Increase holiday/vacation time |
| <input type="radio"/> Add/Improve Cost-of-Living Adjustment | <input type="radio"/> I am not willing to strike |

Our bargaining power for our first contract will depend on the active involvement and unity of all members working at Cascades Mill. Which of the following actions or activities are you willing to perform in order to help support our contract objectives? (Please mark all that apply.)

Response Definition: Y=Yes N=No

- | | Y | N |
|--|-----------------------|--|
| 23. Attend special meetings about the contract at the union hall..... | <input type="radio"/> | <input type="radio"/> |
| 24. Phone bank members about contract issues..... | <input type="radio"/> | <input type="radio"/> |
| 25. Pass out leaflets..... | <input type="radio"/> | <input type="radio"/> |
| 26. Attend a parking lot meeting with co-workers before or after work..... | <input type="radio"/> | <input type="radio"/> |
| 27. Ask co-workers to attend a contract campaign event..... | <input type="radio"/> | <input type="radio"/> |
| 28. Wear a button or union t-shirt at work..... | <input type="radio"/> | <input type="radio"/> |
| 29. Please select your preferred communication method(s) for obtaining information from the Union. | | |
| <input type="radio"/> Facebook | | <input type="radio"/> Twitter |
| <input type="radio"/> MySpace | | <input type="radio"/> YouTube |
| <input type="radio"/> Mail | | <input type="radio"/> Telephone |
| <input type="radio"/> Email | | <input type="radio"/> Union Bulletins on Shop Boards |
| <input type="radio"/> District Lodge Webpage | | <input type="radio"/> Local Lodge Webpage |
| <input type="radio"/> IAM "Goiam" Webpage | | <input type="radio"/> Face-to-face discussions with Union Reps |
| <input type="radio"/> Union Meetings | | <input type="radio"/> Flyers/Handouts |
| <input type="radio"/> Texting | | <input type="radio"/> Other (please specify): _____ |

The following questions are for background information only.

30. Gender

- Male Female

31. Age

- 18 to 29 30 to 35 36 to 40 41 to 45 46 to 50 51 to 55
 56 to 60 61 to 65 Over 65

32. Years of service at Cascades Mill

- | | |
|---|---|
| <input type="radio"/> Less than 1 year | <input type="radio"/> 1 year but less than 5 years |
| <input type="radio"/> 5 years but less than 10 years | <input type="radio"/> 10 years but less than 15 years |
| <input type="radio"/> 15 years but less than 20 years | <input type="radio"/> 20 years but less than 30 years |
| <input type="radio"/> 30 years or more | |

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33. Estimate the total number of additional years you anticipate working for Cascades Mill

- 1 to 5 years 6 to 10 years 11 to 15 years 16 or more years

Response Definition: Y=Yes N=No

- | | Y | N |
|---|-----------------------|-----------------------|
| 34. Do you have access to a computer at home? | <input type="radio"/> | <input type="radio"/> |
| 35. Do you have access to a computer at work? | <input type="radio"/> | <input type="radio"/> |
| 36. Have you attended local union meetings?..... | <input type="radio"/> | <input type="radio"/> |
| 37. Do you think this survey was a good idea? | <input type="radio"/> | <input type="radio"/> |

38. What are the most important issues you would like to see resolved in the current negotiations? *(Please keep your response within the perimeter of the box below.)*

SAMPLE