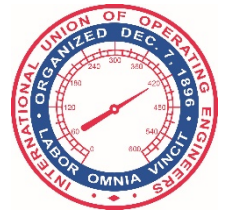




IUOE

STATE UNIT 12

LOCALS 3, 39 & 501



CONTRACT BARGAINING SURVEY

The International Union of Operating Engineers, Locals 3, 39 & 501 are distributing this questionnaire to help us prepare for our upcoming negotiations with the State of California. The current contract will expire on July 1, 2020. The results of this questionnaire will be used by your bargaining team to determine which issues are important to our membership, and to help us develop our contract proposals and set overall priorities.

Please prioritize the issues below. Your answers should reflect your thoughtful view of what is most critical to you in the current economic climate. This survey will be used to determine which issues you are willing to fight for.

The Union appreciates your support and participation in this very important process. Please help us spread the word and encourage your coworkers who are Union members to complete the survey as well. Completed surveys should be faxed back to the Unit 12 Central Office at (916) 928-1216 or email IUOE@unit12.org no later than December 13, 2019.

Background Information: Your name (optional): _____

Number of years worked for State: _____ Your personal email: _____

Your job title/classification: _____ Department you work for: _____

Last 4 digits of your Social Security #: _____

General wage/cost of living salary increase "COLA": Very important Somewhat important Not important

Maintain 80/20 formula on health benefit plans: Very important Somewhat important Not important

Geographic pay differential: Very important Somewhat important Not important

Classification inequity pay (comparable pay with other jurisdictions):
 Very important Somewhat important Not important

Increase night shift differential pay: Very important Somewhat important Not important

Hazardous/Dangerous Duty pay: Very important Somewhat important Not important

Other: _____
