



Campus _____ Unit _____

TX, RX, HX Bargaining Survey 2017 Members Only

The UPTE-CWA contracts that cover technical employees (TX), research professionals (RX), and health care professionals (HX) will expire in fall 2017. We are preparing now to negotiate the best possible contract for our future.

Our members determine our bargaining priorities. Please take a few moments to fill out this bargaining survey and let our bargaining team know your highest priorities. Feel free to provide notes if you think they will be helpful to clarify your priorities.

Name _____ Email _____ Phone _____

WAGES

What would you consider a fair cost-of-living raise for you this year? % Amount _____

Do you believe that your job is underpaid compared to similar work outside UC? Circle **YES** or **NO**

If so, by how much? Amount (\$ per year) _____

If so, please provide any comparisons you know about.

Please rate how important these types of compensation are.

	Very important	Somewhat important	Not very important	Not at all important
Step/longevity increases (usually ~2%).....	1	2	3	4
Extra step increases if you are at the top of your pay scale	1	2	3	4
Hazardous work pay.....	1	2	3	4
Shift differentials for evening, night and weekend work.....	1	2	3	4
Overtime pay after working 8 hours in one day.....	1	2	3	4
Incentive awards and other cash bonuses	1	2	3	4

PENSION

Keep everyone in same pension plan. (No opting out for new employees.).....	1	2	3	4
Same pension benefits as faculty for members if salary is greater than \$117K.....	1	2	3	4
Reduce employee pension contribution if UC reduces the employer contribution.....	1	2	3	4
Union representation on the pension fund board.....	1	2	3	4

EDUCATION

Pay for certification programs	1	2	3	4
Student debt relief.....	1	2	3	4
Payment for outside classes.....	1	2	3	4
Free UC classes.....	1	2	3	4

more on other side

	Very important	Somewhat important	Not very important	Not at all important
HEALTH AND WELFARE				
Limit cost increases for health benefits	1	2	3	4
Minimize changes to medical networks.....	1	2	3	4
Incentive to visit UC medical facilities and practitioners.....	1	2	3	4
More affordable retiree health benefits.....	1	2	3	4
Create a fund to save for retiree health benefits	1	2	3	4
Free or reduced-cost access to UC sports facilities.....	1	2	3	4
JOB SECURITY				
Stronger provisions against layoffs.....	1	2	3	4
Stronger limitations on contracting out jobs.....	1	2	3	4
Right to an open position you are qualified for if you are laid off.....	1	2	3	4
Preferential promotion opportunity over outside applicant.....	1	2	3	4
Training to qualify for a new job if laid off.....	1	2	3	4
PARKING				
More subsidized public transportation.....	1	2	3	4
More vanpool/carpool options.....	1	2	3	4
Other parking (fill in) _____				
OTHER ISSUES				
No discipline for refusing to cross strike picket lines of other unions.....	1	2	3	4
Day care for children.....	1	2	3	4
Limitations and controls on workload	1	2	3	4
Affordable meals and vending machines in the workplace.....	1	2	3	4
Better workplace access to union for information and contract enforcement.....	1	2	3	4
Making overtime voluntary instead of obligatory when management wants.....	1	2	3	4
More health and safety training.....	1	2	3	4
Protection from bullying and retaliation	1	2	3	4
More protective equipment, devices, clothing for hazardous work conditions.....	1	2	3	4
What other issues would you like to see addressed in bargaining (fill in) _____				

MOBILIZING SURVEY

We will win only what we are willing to fight for. UC will only agree to our bargaining demands if we pressure them to do so. What are you willing to do to achieve the goals that you have prioritized?

- Strike
- Attend a rally
- Wear an UPTE t-shirt or button at work
- Sign a petition
- Visit legislator's office (here or in Sacramento)
- Send a targeted email
- Talk to my supervisor/P.I. about work issues
- Talk to union members outside of my department
- Talk to co-workers

