

BMWED-IBT 2009 Contract Survey

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| <ul style="list-style-type: none"> • Use a No. 2 pencil or a blue or black ink pen only. • Do not use pens with ink that soaks through the paper. | <ul style="list-style-type: none"> • Make solid marks that fill the response completely. • Make no stray marks on this form. |
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CORRECT: ● INCORRECT: ⊗ ⊘ ⊙ ⊚

Railroad: UP CSX KCS AMTRAK Other/Short Line State: _____

1. Looking at your current job situation, how would you rate the following?

	Excellent	Good	Fair	Poor
a. Your pay for the work you do	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Your health coverage	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Level of job security	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Hours you work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Safe working conditions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Work assignment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Lodging provided while away from home	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Health insurance benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Meal Money	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. Travel allowances	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

2. What are you top economic priorities for the upcoming negotiations? (rank 1-5)

	1st	2nd	3rd	4th	5th
a. Bonus based on years of service	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Cost of living allowance (COLA)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. General wage increases	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Increased meal, lodging and travel expenses	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Reducing employee cost-sharing for health insurance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

3. What are your top benefits priorities for the upcoming negotiations? (rank 1-5)

	1st	2nd	3rd	4th	5th
a. Additional paid holidays or personal leave days	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Additional paid vacation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Increased ability to take a single-day vacation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Health Care Benefit Improvements (other than cost-sharing issues or copayments)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Improved 401-K Plan	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Paid sick leave	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

4. What are your top job security priorities for the upcoming negotiations? (rank 1-2) One Two
- a. Reduction in the amount of contracting of MW work
- b. Improve coverage of Feb 7th to ensure that all seasonal employees with 10 or more years receive protection

5. Wage increases generally occur one of two ways. The first type of raise is a percentage increase where every position's rate of pay is increased by the same percentage - say 3%. The other type of raise is a uniform cents per hour increase to all positions. In other words, a foreman and Trackman would both receive an increase of 65 cents per hour. A uniform cents per hour raise means that the percentage increase obtained by each position will be different because, for example, a 65 cent per hour raise to a Foreman position would be a smaller increase than the same raise to a Trackman position.

Do you prefer wage increases to be percentage increases rather than cents per hour increases?

- Yes No Don't care

6. Profit sharing bonuses pay lump sums to employees when the railroad meets or exceeds benchmarks established by the top management. Usually such profit sharing arrangements have a maximum lump sum that is a percentage of the employee's earnings in the previous year if all benchmarks are met. If the all benchmarks aren't met, the lump sum is reduced and can be reduced to zero.

- a. Would you prefer a profit sharing plan in addition to either percentage wage increases or uniform cents per hour increases?
- b. Would you prefer a profit sharing plan instead of either percentage wage increases or uniform cents per hour increases?

7. Should employees who stay on headquartered positions receive a bonus payment for staying on that job for a certain length of time?

- Yes No Don't care

8. Which statement best reflects your opinion about overtime hours of duty in the industry? (Choose only one)

- a. I don't mind the extra hours due to the increased compensation.
- b. Overtime hours of duty are causing fatigue and impacting safe operations.
- c. Overtime hours of duty are just part of the job, like heat and cold.
- d. Overtime hours of duty should result in guaranteed rest time off.

9. Please rank the importance of addressing the following health & Welfare issues. (rank 1-3)

- | | One | Two | Three |
|--------------------------------------|-----------------------|-----------------------|-----------------------|
| a. Increased dental benefits | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| b. Lower drug co-payments | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| c. Lower co-payments for specialists | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

10. Please rank the importance of addressing the following working conditions. (rank 1-9)

- | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| a. Protection against trains on adjacent tracks | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| b. Shorter work weeks (no compulsory rest day for work) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| c. Shorter work days (no mandatory overtime) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

1 2 3 4 5 6 7 8 9

- d. Establish premium pay for night shift work 1 2 3 4 5 6 7 8 9
- e. Increase section gang manpower levels 1 2 3 4 5 6 7 8 9
- f. Smaller territories covered by mobile gangs 1 2 3 4 5 6 7 8 9
- g. Increase manpower in mobile gangs 1 2 3 4 5 6 7 8 9
- h. Reduction of subcontracting 1 2 3 4 5 6 7 8 9
- i. Premium pay for Saturday or Sunday regular assignments 1 2 3 4 5 6 7 8 9

11. What is your opinion of general safety conditions in the rail industry?

- Excellent
- Good
- Fair
- Poor

12. Over the past 5 years, how would you rate safety conditions on your railroad?

- Improved
- Stayed the same
- Worsened
- Not Sure

13. Should maintenance of way employees be subject to hours of service regulations that limit the number of hours that can be worked in any 24 hour period?

- Yes
- No
- Don't know

14. Many work issues affect your quality of life. Of the following issues, which are most important for us to address for at the bargaining table? (rank 1 - 4)

- | | 1 | 2 | 3 | 4 |
|-----------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| a. Work/Rest Cycle | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| b. Improve away from home lodging | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| c. A safer work place | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| d. Job Security | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

15. The biggest two problems I face on the job are: (Fill in only two)

- Excessive hours of duty
- Production stressed over safety
- Unsafe working conditions
- Problems with supervisors
- Unpredictable work schedule
- Poor lodging facilities

16. Away from home expenses for employees in mobile gangs should reimburse the employee for actual expenses incurred for meals and lodging which means if you don't have a meal and a lodging expense you would receive anything.

- Agree
- Disagree

17. Single occupancy lodging for employees working from home (either mobile or headquartered) should be a bargaining priority equal to wage increases.

- Agree
- Disagree

18. Away from home expenses should be provided to employees with fixed headquarters if the employees must live away from home to hold the headquartered jobs.

- Agree
- Disagree

19. If employees working away from home could fly home each weekend and still receive a travel allowance, I would take advantage of the ability to fly rather than drive.

- Agree
- Disagree
- Don't care

20. I have held an assignment in a mobile gang sometime during the past three years.

- Yes No

21. Overall, how satisfied are you with your current situation?

- Very Satisfied Satisfied Not Satisfied Completely Unsatisfied

22. I feel a sense of pride being a part of the BMWED/teamsters Union.

- Agree Disagree

23. It is the duty of every union member to know what they are entitled to under their labor contract.

- Agree Disagree

24. I am willing to put forth a great deal of effort to make the BMWED/Teamsters successful.

- Agree Disagree

25. The labor movement has always relied on the strength of its workers., organized to fight for what they believe in. If, during our negotiations, we find that the employers are not moving forward on important issues, we want to know if you are willing to take any of the following actions:

For the issues you care about, would you be willing to:

Yes No

- | | | |
|--|-----------------------|-----------------------|
| a. attend special local union meetings and rallies | <input type="radio"/> | <input type="radio"/> |
| b. Call your congressman | <input type="radio"/> | <input type="radio"/> |
| c. Ask co-workers to sign petitions supporting your bargaining demands | <input type="radio"/> | <input type="radio"/> |
| d. Be interviewed for the radio or TV | <input type="radio"/> | <input type="radio"/> |
| e. Pass out leaflets | <input type="radio"/> | <input type="radio"/> |
| f. Wear campaign buttons and stickers | <input type="radio"/> | <input type="radio"/> |

The following information will be used for statistical purposes only.

26. Average number of hours worked per half:-month / bi-weekly pay period.

- < 80 80-120 161-200 >200

27. Your average annual income over the past two years:

- <\$20,000 \$20,001-\$40,000 \$40,001-\$60,000 \$60,001-\$80,000 >\$80,001

28. The railroad you work for:

- Amtrak BNSF CN CP
 CSXT KCS NS UP

29. Years of Service as a BMWED member:

Less than 5 years

- At least 5 years but less than 10 years
 At least 10 years but less than 15
 At least 15 years but less than 20
 At least 20 years but less than 25
 25 years or more