

# APPENDIX

| General Issue                   | Question Number   | Total Respondents | Percentage             | Specific Question            |
|---------------------------------|-------------------|-------------------|------------------------|------------------------------|
| Rating of current job situation | Question 1a Total | 15822             |                        | Pay for the work you perform |
|                                 | Excellent         | 535               | 3%                     |                              |
|                                 | Good              | 5743              | 36%                    |                              |
|                                 | Fair              | 6953              | 44%                    |                              |
|                                 | Poor              | 2591              | 16%                    |                              |
|                                 | Question 1b Total | 15763             |                        | Health coverage              |
|                                 | Excellent         | 1439              | 9%                     |                              |
|                                 | Good              | 7339              | 47%                    |                              |
|                                 | Fair              | 5632              | 36%                    |                              |
|                                 | Poor              | 1353              | 9%                     |                              |
|                                 | Question 1c Total | 15742             |                        | Level of job security        |
|                                 | Excellent         | 634               | 4%                     |                              |
|                                 | Good              | 4908              | 31%                    |                              |
|                                 | Fair              | 6438              | 41%                    |                              |
|                                 | Poor              | 3762              | 24%                    |                              |
|                                 | Question 1d Total | 15763             |                        | Hours you work               |
|                                 | Excellent         | 1275              | 8%                     |                              |
|                                 | Good              | 9381              | 60%                    |                              |
|                                 | Fair              | 4375              | 28%                    |                              |
|                                 | Poor              | 732               | 5%                     |                              |
|                                 | Question 1e Total | 15769             |                        | Safe working conditions      |
|                                 | Excellent         | 1766              | 11%                    |                              |
|                                 | Good              | 8691              | 55%                    |                              |
|                                 | Fair              | 4584              | 29%                    |                              |
|                                 | Poor              | 728               | 5%                     |                              |
|                                 | Question 1f Total | 15703             |                        | Work Assignment              |
|                                 | Excellent         | 833               | 5%                     |                              |
|                                 | Good              | 8230              | 52%                    |                              |
| Fair                            | 5534              | 35%               |                        |                              |
| Poor                            | 1106              | 7%                |                        |                              |
| Question 1g Total               | 15123             |                   | Away from home lodging |                              |
| Excellent                       | 914               | 6%                |                        |                              |
| Good                            | 4836              | 32%               |                        |                              |
| Fair                            | 5310              | 35%               |                        |                              |
| Poor                            | 4063              | 27%               |                        |                              |

| General Issue                  | Question Number   | Total Respondents | Percentage | Specific Question         |                                   |
|--------------------------------|-------------------|-------------------|------------|---------------------------|-----------------------------------|
| Economic bargaining priorities | Question 1h Total | 15715             |            | Health insurance benefits |                                   |
|                                | Excellent         | 1307              | 8%         |                           |                                   |
|                                | Good              | 6912              | 44%        |                           |                                   |
|                                | Fair              | 5913              | 38%        |                           |                                   |
|                                | Poor              | 1583              | 10%        |                           |                                   |
|                                | Question 1i Total | 15343             |            | Meal money                |                                   |
|                                | Excellent         | 401               | 3%         |                           |                                   |
|                                | Good              | 3078              | 20%        |                           |                                   |
|                                | Fair              | 6067              | 40%        |                           |                                   |
|                                | Poor              | 5797              | 38%        |                           |                                   |
|                                | Question 1j Total | 15312             |            | Travel allowance          |                                   |
|                                | Excellent         | 354               | 2%         |                           |                                   |
|                                | Good              | 2724              | 18%        |                           |                                   |
|                                | Fair              | 5547              | 36%        |                           |                                   |
|                                | Poor              | 6687              | 44%        |                           |                                   |
|                                |                   |                   |            |                           | Bonus based upon years of service |
|                                | Question 2a Total | 15233             |            |                           |                                   |
|                                | First             | 3012              | 20%        |                           |                                   |
|                                | Second            | 1689              | 11%        |                           |                                   |
|                                | Third             | 2636              | 17%        |                           |                                   |
|                                | Fourth            | 2767              | 18%        |                           |                                   |
|                                | Fifth             | 5129              | 34%        |                           |                                   |
|                                | Question 2b Total | 15348             |            |                           | COLA                              |
|                                | First             | 4324              | 28%        |                           |                                   |
|                                | Second            | 3467              | 23%        |                           |                                   |
|                                | Third             | 3541              | 23%        |                           |                                   |
|                                | Fourth            | 2697              | 18%        |                           |                                   |
| Fifth                          | 1319              | 9%                |            |                           |                                   |
|                                |                   |                   |            | General wage increase     |                                   |
| Question 2c Total              | 15444             |                   |            |                           |                                   |
| First                          | 8201              | 53%               |            |                           |                                   |
| Second                         | 3558              | 23%               |            |                           |                                   |
| Third                          | 1970              | 13%               |            |                           |                                   |
| Fourth                         | 1084              | 7%                |            |                           |                                   |
| Fifth                          | 631               | 4%                |            |                           |                                   |

| General Issue       | Question Number   | Total Respondents | Percentage | Specific Question                              |
|---------------------|-------------------|-------------------|------------|--|
| Benefits Priorities | Question 2d Total | 15264             |            | Increased away from home expenses              |
|                     | First             | 4418              | 29%        |  |
|                     | Second            | 2537              | 17%        |  |
|                     | Third             | 2498              | 16%        |  |
|                     | Fourth            | 2534              | 17%        |  |
|                     | Fifth             | 3277              | 21%        |  |
|                     | Question 2e Total | 15470             |            | Reduce health insurance cost-sharing payment   |
|                     | First             | 5333              | 34%        |  |
|                     | Second            | 3356              | 22%        |  |
|                     | Third             | 2734              | 18%        |  |
|                     | Fourth            | 2359              | 15%        |  |
|                     | Fifth             | 1688              | 11%        |  |
|                     | Question 3a Total | 15117             |            | Additional paid holidays & personal leave days |
|                     | First             | 3998              | 26%        |  |
|                     | Second            | 3444              | 23%        |  |
|                     | Third             | 3380              | 22%        |  |
|                     | Fourth            | 2391              | 16%        |  |
|                     | Fifth             | 1904              | 13%        |  |
|                     | Question 3b Total | 14943             |            | Additional paid vacation                       |
|                     | First             | 4465              | 30%        |  |
|                     | Second            | 3295              | 22%        |  |
|                     | Third             | 3135              | 21%        |  |
|                     | Fourth            | 2443              | 16%        |  |
|                     | Fifth             | 1605              | 11%        |  |
|                     | Question 3c Total | 12516             |            | Additional single day vacation                 |
| First               | 2645              | 21%               |            |  |
| Second              | 1838              | 15%               |            |  |
| Third               | 2463              | 20%               |            |  |
| Fourth              | 2262              | 18%               |            |  |
| Fifth               | 3308              | 26%               |            |  |

| General Issue              | Question Number   | Total Respondents | Percentage                                 | Specific Question  |
|----------------------------|-------------------|-------------------|--|--|
| Job Security<br>Priorities | Question 3d Total | 14312             |  | Increased health insurance benefits                                    |
|                            | First             | 5581              | 39%  |  |
|                            | Second            | 2632              | 18%  |  |
|                            | Third             | 2251              | 16%  |  |
|                            | Fourth            | 2086              | 15%  |  |
|                            | Fifth             | 1762              | 12%  |  |
|                            | Question 3e Total | 13476             |  | Improved 401(k)  |
|                            | First             | 3424              | 25%  |  |
|                            | Second            | 2775              | 21%  |  |
|                            | Third             | 2249              | 17%  |  |
|                            | Fourth            | 1921              | 14%  |  |
|                            | Fifth             | 3107              | 23%  |  |
|                            | Question 3f Total | 15200             |  | Paid Sick Leave  |
|                            | First             | 6986              | 46%  |  |
|                            | Second            | 3089              | 20%  |  |
|                            | Third             | 2177              | 14%  |  |
|                            | Fourth            | 1484              | 10%  |  |
|                            | Fifth             | 1464              | 10%  |  |
|                            | Question 4a Total | 15700             |  | Reduce subcontracting  |
|                            | First             | 13294             | 85%  |  |
|                            | Second            | 2406              | 15%  |  |
|                            | Question 4b Total | 15564             |  | Improve Feb 7 <sup>th</sup> coverage                                   |
|                            | First             | 5547              | 36%  |  |
|                            | Second            | 10017             | 64%  |  |
|                            | Question 5 Total  | 15702             |  | Prefer wage increases as percentage rather than uniform cents per hour |
|                            | Yes               | 9217              | 59%  |  |
|                            | No                | 3488              | 22%  |  |
| Don't Care                 | 2997              | 19%               |  |  |
| Question 6 Total           | 14674             |                   | Preference for bonus + wages or bonus only |  |
| Bonus + Wages              | 12906             | 88%               |  |  |
| Bonus Only                 | 1768              | 12%               |  |  |

| General Issue            | Question Number                          | Total Respondents | Percentage | Specific Question            |
|--------------------------|--|-------------------|------------|------------------------------|
| Importance of H&W issues | Question 7 Total                         | 15630             |            | "Stay bonus" for HQ jobs     |
|                          | Yes                                      | 10851             | 69%        |                              |
|                          | No                                       | 2443              | 16%        |                              |
|                          | Don't Care                               | 2336              | 15%        |                              |
|                          | Question 8 Total                         | 15522             |            | Opinion about OT hours       |
|                          | Don't mind – more pay                    | 7085              | 46%        |                              |
|                          | OT causes fatigue and unsafe conditions  | 1276              | 8%         |                              |
|                          | OT is just part of the job               | 4144              | 27%        |                              |
|                          | OT should result in guaranteed rest time | 3017              | 19%        |                              |
|                          | Question 9a Total                        | 15645             |            | Increased dental benefits    |
|                          | One                                      | 8807              | 56%        |                              |
|                          | Two                                      | 3260              | 21%        |                              |
|                          | Three                                    | 3578              | 23%        |                              |
|                          | Question 9b Total                        | 15589             |            | Lower drug co-payments       |
|                          | One                                      | 6421              | 41%        |                              |
|                          | Two                                      | 5508              | 35%        |                              |
|                          | Three                                    | 3660              | 23%        |                              |
|                          | Question 9c Total                        | 15622             |            | Lower specialist co-payments |
|                          | One                                      | 6518              | 42%        |                              |
|                          | Two                                      | 4598              | 29%        |                              |
| Three                    | 4506                                     | 29%               |            |                              |

| General Issue                    | Question Number    | Total Respondents | Percentage | Specific Question                            |                              |
|----------------------------------|--------------------|-------------------|------------|--|------------------------------|
| Importance of working conditions | Question 10a Total | 15329             |            | Protection against trains on adjacent tracks |                              |
|                                  | First              | 5338              | 35%        |  |                              |
|                                  | Second             | 1178              | 8%         |  |                              |
|                                  | Third              | 1244              | 8%         |  |                              |
|                                  | Fourth             | 1066              | 7%         |  |                              |
|                                  | Fifth              | 1742              | 11%        |  |                              |
|                                  | Sixth              | 924               | 6%         |  |                              |
|                                  | Seventh            | 1435              | 9%         |  |                              |
|                                  | Eighth             | 593               | 4%         |  |                              |
|                                  | Ninth              | 1809              | 12%        |  |                              |
|                                  | Question 10b Total | 15167             |            |  | No forced rest day work      |
|                                  | First              | 1630              | 11%        |  |                              |
|                                  | Second             | 1102              | 7%         |  |                              |
|                                  | Third              | 1107              | 7%         |  |                              |
|                                  | Fourth             | 1207              | 8%         |  |                              |
|                                  | Fifth              | 2246              | 15%        |  |                              |
|                                  | Sixth              | 1223              | 8%         |  |                              |
|                                  | Seventh            | 1516              | 10%        |  |                              |
|                                  | Eighth             | 2687              | 18%        |  |                              |
|                                  | Ninth              | 2449              | 16%        |  |                              |
|                                  | Question 10c Total | 15184             |            |  | No mandatory OT on work days |
|                                  | First              | 1634              | 11%        |  |                              |
|                                  | Second             | 800               | 5%         |  |                              |
|                                  | Third              | 1042              | 7%         |  |                              |
|                                  | Fourth             | 802               | 5%         |  |                              |
|                                  | Fifth              | 1800              | 12%        |  |                              |
|                                  | Sixth              | 926               | 6%         |  |                              |
|                                  | Seventh            | 1549              | 10%        |  |                              |
|                                  | Eighth             | 1996              | 13%        |  |                              |
|                                  | Ninth              | 4635              | 31%        |  |                              |

| General Issue | Question Number    | Total Respondents | Percentage | Specific Question                     |
|---------------|--------------------|-------------------|------------|---------------------------------------|
|               | Question 10d Total | 15326             |            | Premium pay for night work            |
|               | First              | 3490              | 23%        |                                       |
|               | Second             | 1537              | 10%        |                                       |
|               | Third              | 1561              | 10%        |                                       |
|               | Fourth             | 1462              | 10%        |                                       |
|               | Fifth              | 2061              | 13%        |                                       |
|               | Sixth              | 1540              | 10%        |                                       |
|               | Seventh            | 1193              | 8%         |                                       |
|               | Eighth             | 916               | 6%         |                                       |
|               | Ninth              | 1566              | 10%        |                                       |
|               | Question 10e Total | 15354             |            | Increase section gang manpower levels |
|               | First              | 5835              | 38%        |                                       |
|               | Second             | 2605              | 17%        |                                       |
|               | Third              | 1687              | 11%        |                                       |
|               | Fourth             | 1279              | 8%         |                                       |
|               | Fifth              | 1233              | 8%         |                                       |
|               | Sixth              | 734               | 5%         |                                       |
|               | Seventh            | 567               | 4%         |                                       |
|               | Eighth             | 474               | 3%         |                                       |
|               | Ninth              | 940               | 6%         |                                       |
|               | Question 10f Total | 15254             |            | Smaller territories for mobile gangs  |
|               | First              | 2885              | 19%        |                                       |
|               | Second             | 1703              | 11%        |                                       |
|               | Third              | 1865              | 12%        |                                       |
|               | Fourth             | 1710              | 11%        |                                       |
|               | Fifth              | 2179              | 14%        |                                       |
|               | Sixth              | 1528              | 10%        |                                       |
|               | Seventh            | 1231              | 8%         |                                       |
|               | Eighth             | 835               | 5%         |                                       |
|               | Ninth              | 1318              | 9%         |                                       |

| General Issue | Question Number    | Total Respondents | Percentage | Specific Question                  |
|---------------|--------------------|-------------------|------------|------------------------------------|
|               | Question 10g Total | 15203             |            | Increase mobile gang manpower      |
|               | First              | 3268              | 21%        |                                    |
|               | Second             | 1853              | 12%        |                                    |
|               | Third              | 1987              | 13%        |                                    |
|               | Fourth             | 1672              | 11%        |                                    |
|               | Fifth              | 1891              | 12%        |                                    |
|               | Sixth              | 1308              | 9%         |                                    |
|               | Seventh            | 1167              | 8%         |                                    |
|               | Eighth             | 806               | 5%         |                                    |
|               | Ninth              | 1251              | 8%         |                                    |
|               | Question 10h Total | 15413             |            | Reduce subcontracting              |
|               | First              | 8794              | 57%        |                                    |
|               | Second             | 1899              | 12%        |                                    |
|               | Third              | 1224              | 8%         |                                    |
|               | Fourth             | 858               | 6%         |                                    |
|               | Fifth              | 627               | 4%         |                                    |
|               | Sixth              | 332               | 2%         |                                    |
|               | Seventh            | 256               | 2%         |                                    |
|               | Eighth             | 304               | 2%         |                                    |
|               | Ninth              | 1119              | 7%         |                                    |
|               | Question 10i Total | 15292             |            | Premium pay for Saturday or Sunday |
|               | First              | 4691              | 31%        |                                    |
|               | Second             | 1781              | 12%        |                                    |
|               | Third              | 1327              | 9%         |                                    |
|               | Fourth             | 1303              | 9%         |                                    |
|               | Fifth              | 1546              | 10%        |                                    |
|               | Sixth              | 1255              | 8%         |                                    |
|               | Seventh            | 967               | 6%         |                                    |
|               | Eighth             | 753               | 5%         |                                    |
|               | Ninth              | 1669              | 11%        |                                    |
|               | Question 11 Total  | 15632             |            | General safety conditions today    |
|               | Excellent          | 1407              | 9%         |                                    |
|               | Good               | 8976              | 57%        |                                    |
|               | Fair               | 4506              | 29%        |                                    |
|               | Poor               | 743               | 5%         |                                    |



| General Issue | Question Number    | Total Respondents | Percentage | Specific Question                             |
|---------------|--------------------|-------------------|------------|---|
|               |                    |                   |            | Safety conditions improved over last 5 years? |
|               | Question 12 Total  | 15614             |            |   |
|               | Improved           | 7531              | 48%        |   |
|               | Stayed the Same    | 5531              | 35%        |   |
|               | Worsened           | 1621              | 10%        |   |
|               | Not Sure           | 931               | 6%         |   |
|               |                    |                   |            | Place MW workers under hours of service?      |
|               | Question 13 Total  | 15634             |            |   |
|               | Yes                | 7450              | 48%        |   |
|               | No                 | 6473              | 41%        |   |
|               | Don't Know         | 1711              | 11%        |   |
| Work Issues   |                    |                   |            | Address work/rest cycle                       |
|               | Question 14a Total | 15470             |            |   |
|               | First              | 3797              | 25%        |   |
|               | Second             | 4006              | 26%        |   |
|               | Third              | 4004              | 26%        |   |
|               | Fourth             | 3663              | 24%        |   |
|               |                    |                   |            | Improve away from home lodging                |
|               | Question 14b Total | 15443             |            |   |
|               | First              | 5031              | 33%        |   |
|               | Second             | 3858              | 25%        |   |
|               | Third              | 3250              | 21%        |   |
|               | Fourth             | 3304              | 21%        |   |
|               |                    |                   |            | Safer work place                              |
|               | Question 14c Total | 15477             |            |   |
|               | First              | 3602              | 23%        |   |
|               | Second             | 4389              | 28%        |   |
|               | Third              | 3890              | 25%        |   |
|               | Fourth             | 3596              | 23%        |   |
|               |                    |                   |            | Improve job security                          |
|               | Question 14d Total | 15561             |            |   |
|               | First              | 10334             | 66%        |   |
|               | Second             | 2627              | 17%        |   |
|               | Third              | 1255              | 8%         |   |
|               | Fourth             | 1345              | 9%         |   |

| General Issue | Question Number             | Total Respondents | Percentage | Specific Question  |
|---------------|-----------------------------|-------------------|------------|--|
|               | Question 15 Total           | 28291             |            | Two biggest problems in daily work                               |
|               | Excessive Hours             | 1804              | 6%         |  |
|               | Unsafe conditions           | 1515              | 5%         |  |
|               | Unpredictable work schedule | 7446              | 26%        |  |
|               | Production v. safety        | 7356              | 26%        |  |
|               | Supervisor problems         | 4929              | 17%        |  |
|               | Poor lodging                | 5241              | 19%        |  |
|               | Question 16 Total           | 14826             |            | Away from home expenses only to those away from home             |
|               | Agree                       | 5319              | 36%        |  |
|               | Disagree                    | 9507              | 64%        |  |
|               | Question 17 Total           | 15472             |            | Single occupancy should have equal priority to wage demands      |
|               | Agree                       | 11722             | 76%        |  |
|               | Disagree                    | 3750              | 24%        |  |
|               | Question 18 Total           | 15558             |            | Away from home expenses should go to HQ employees away from home |
|               | Agree                       | 14154             | 91%        |  |
|               | Disagree                    | 1404              | 9%         |  |
|               | Question 19 Total           | 15565             |            | Would fly if received travel allowance                           |
|               | Agree                       | 10179             | 65%        |  |
|               | Disagree                    | 1529              | 10%        |  |
|               | Don't Care                  | 3857              | 25%        |  |
|               | Question 20 Total           | 15576             |            | Mobile gang assignment in past 3 years?                          |
|               | Yes                         | 9850              | 63%        |  |
|               | No                          | 5726              | 37%        |  |
|               | Question 21 Total           | 15589             |            | Satisfaction with current situation                              |
|               | Very Satisfied              | 1085              | 7%         |  |
|               | Satisfied                   | 8962              | 57%        |  |
|               | Not Satisfied               | 4946              | 32%        |  |
|               | Unsatisfied                 | 596               | 4%         |  |

| General Issue      | Question Number    | Total Respondents | Percentage               | Specific Question   |
|--------------------|--------------------|-------------------|--------------------------|---|
| Participation      | Question 22 Total  | 15302             |                          | Pride as member of BMWED  |
|                    | Agree              | 12013             | 79%                      |   |
|                    | Disagree           | 3289              | 21%                      |   |
|                    | Question 23 Total  | 15506             |                          | Each member has duty to know the agreement                          |
|                    | Agree              | 14770             | 95%                      |   |
|                    | Disagree           | 736               | 5%                       |   |
|                    | Question 24 Total  | 15229             |                          | Willing to put forth great deal of effort to make BMWED/IBT success |
|                    | Agree              | 14028             | 92%                      |   |
|                    | Disagree           | 1201              | 8%                       |   |
|                    | Question 25a Total | 15389             |                          | Attend special meetings and rallies                                 |
|                    | Yes                | 14055             | 91%                      |   |
|                    | No                 | 1334              | 9%                       |   |
|                    | Question 25b Total | 16267             |                          | Call congressman  |
|                    | Yes                | 13206             | 81%                      |   |
|                    | No                 | 3061              | 19%                      |   |
|                    | Question 25c Total | 15362             |                          | Ask co-workers to sign a petition about bargaining                  |
|                    | Yes                | 13669             | 89%                      |   |
|                    | No                 | 1693              | 11%                      |   |
|                    | Question 25d Total | 15250             |                          | Be interviewed for radio or TV                                      |
|                    | Yes                | 7182              | 47%                      |   |
|                    | No                 | 8068              | 53%                      |   |
|                    | Question 25e Total | 15292             |                          | Pass out leaflets   |
|                    | Yes                | 12083             | 79%                      |   |
|                    | No                 | 3209              | 21%                      |   |
| Question 25f Total | 15313              |                   | Wear buttons or stickers |   |
| Yes                | 12957              | 85%               |                          |   |
| No                 | 2356               | 15%               |                          |   |

| General Issue | Question Number   | Total Respondents | Percentage | Specific Question     |
|---------------|-------------------|-------------------|------------|-----------------------|
|               | Question 26 Total | 21684             |            | Hours worked per half |
|               | <80 hours         | 2828              | 13%        |                       |
|               | 80-120            | 12001             | 55%        |                       |
|               | 161-200           | 1005              | 5%         |                       |
|               | >200              | 5850              | 27%        |                       |
|               | Question 27 Total | 15230             |            | 2 year average income |
|               | <20K              | 89                | 1%         |                       |
|               | 20 - 40           | 1851              | 12%        |                       |
|               | 40 - 60           | 9436              | 62%        |                       |
|               | 60 - 80           | 3186              | 21%        |                       |
|               | >80               | 668               | 4%         |                       |
|               | Question 28 Total | 14942             |            | Railroad              |
|               | Amtrak            | 696               | 5%         |                       |
|               | BNSF              | 4848              | 32%        |                       |
|               | CN                | 593               | 4%         |                       |
|               | CP                | 481               | 3%         |                       |
|               | CSX               | 1861              | 12%        |                       |
|               | KCS               | 120               | 1%         |                       |
|               | NS                | 2533              | 17%        |                       |
|               | UP                | 3810              | 25%        |                       |
|               | Question 29 Total | 11956             |            | Service length        |
|               | < 5 years         | 1958              | 16%        |                       |
|               | 5 - 10 years      | 1796              | 15%        |                       |
|               | 10 - 15 years     | 1014              | 8%         |                       |
|               | 15 - 20 years     | 567               | 5%         |                       |
|               | 20 - 25 years     | 6621              | 55%        |                       |
|               | >25 years         |                   |            |                       |