

Union Survey

OPEIU Local

for Local 8 Members at LOW INCOME HOUSING INSTITUTE

September 10, 2018

LIHI Pre-Bargaining Survey

Our current Contract expires on December 31, 2018. We will begin negotiations with Low Income Housing Institute soon for a new contract, including wages, benefits, retirement savings and other working conditions. This survey will provide useful data and anecdotal information to help us draft proposals. Your input is needed to ensure that we best represent everyone's needs and priorities.

We need to elect a Bargaining Team of 2 to 3 members. If you are interested or want to nominate a co-worker, please do so at the end of the survey. If we have more members interested than slots available, we will hold an election.

This survey is available online: <https://goo.gl/forms/O48eHDGgZgilnsWb2>
or you can return the hard copy that has been mailed to your home.

The information you share on your survey will not be shared with the employer. Please include as much detail as possible and submit this survey by September 21, 2018.

Thanks for your participation!

EMPLOYEE INFO (individual survey results will be kept confidential)

Name _____

Worksite _____ Job Title _____

Cell Phone _____ Work Phone _____

Personal Email _____ Work Email _____

What are the three most important additions and/or changes you would like to see in our new contract?

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ECONOMICS

What do you consider to be a fair annual wage increase?

- 1% 2% 3% 4% 5% Other _____

Do you believe your position is under-compensated and in need of an adjustment?

- Yes No

If yes, please explain:

Are you satisfied with your vacation accruals?

- Yes No

If no, how can we improve?

Are you satisfied with your current level of medical/dental benefits?

- Yes No

If no, what improvements would you like?

Are you satisfied with the cost of your current medical/dental benefits?

- Yes No

If no, please explain:

If you have been at LIHI for over 13 months, have you had an annual Performance Evaluation?

- Yes No

Do you think your Performance Evaluation was fair?

- Yes No

If no, how would you restructure it?

WORKING CONDITIONS/HOURS

Do you experience excessive workloads?

- Yes No

If yes, please explain, and what do you believe will help?

Do you have proper support to do your job?

- Yes No

If no, please explain, and what do you believe will help?

Do you have health/safety issues that our contract does not address?

- Yes No

If yes, please explain:

Are there any other contractual issues you would like to see addressed during these negotiations?

- Yes No

If yes, would issues would you like to see addressed?

PRIORITIES

Please rate the importance of the following bargaining issues as High, Medium or Low:

High	Medium	Low	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	a. Increased compensation
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	b. Maintain current medical/dental benefits
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	c. Protection from unfair treatment
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	d. Retirement contributions
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	e. Job security/protection
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	d. Addressing workload issues
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	e. Paid parental leave

Please provide any other comments, questions, or concerns:

HELP WIN A STRONG CONTRACT

- Yes I'd like to be on the bargaining team to help negotiate our new contract (time spent in negotiations is considered time worked).
- Yes I'll be a contact for my work area (distribute Union information, talk with co-workers).
- Yes I'll attend Union meetings, wear a button or do similar actions to show our unity and help win a good contract.

I would like to nominate a co-worker. Please list the name of the co-worker you believe would be a good representative at the bargaining table and your Union Rep will contact them about joining the bargaining team.

Questions? Contact your Union Representative Diane Arnold 206-441-8880 ext. 115, Diane@opeiu8.org, or Shelby Mooney, 206-448-2615, Shelby@opei8.org

Steps to Negotiate a Strong Union Contract

Our Bargaining Team can't secure a strong Union Contract without all of us working together and staying united. Our Union is only as strong as we make it.

Yes, I'd like to be on the Contract Bargaining Team.

The Team will review and help develop contract proposals, serve as the technical support for our Union's chief negotiator, represent membership's interests at the bargaining table, communicate with and involve co-workers in the bargaining process, attend negotiating sessions with management and volunteer for some evening and/or weekend work. Being on the team demands making a personal commitment to attend meetings and fully participate in the process. The OPEIU Bargaining Team at SHA should be a diverse group of six (6) members who represent different geographic areas, years of seniority, departments and/or classifications. Ideally, there should be approximately 2 members from Housing Operations, 2 members from Section 8 and 2 members from Finance and Administration. *If there are more volunteers than slots for the Bargaining Team, an election will decide the outcome.*

Yes, I'd like to be on the Contract Action Team (CAT) for my work area.

This means supporting my Bargaining Team by distributing flyers and other Union information, staying informed during contract negotiations to educate co-workers and occasionally bringing information back to the bargaining table.

Yes, I'd be willing to attend Union meetings, wear a button, sign a petition, attend SHA Board meetings, informational picket or do similar actions to help win a fair Contract.

Yes, I support my Bargaining Team and will stay informed during negotiations by reading my Bargaining Updates and checking our Union's website at www.opeiu8.org.

***If you have any questions, please contact
Union Representative, Valarie Peaphon at valarie@opeiu8.org.***

***OPEIU Shop Stewards include:
Vernida Jackson, Deanna Montgomery Owens,
Sophia Philips, Shannon Salinas and Tyson Vo.***

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