#1 Priority for Members 2021

- Wages: 75%
- Medical/ Dental/Vision/Mental Health Benefits/Premiums: 13%
- Retirement Benefits: 6%
- Time off: Vacation, Sick, Family Leave, etc.: 4%
- Deferred Compensation: 2%
- Vacation Cash Out: 2%
- Life Insurance: 2%
- Continuing Education/Training: 2%
- Telework agreement: 0%

Highest Ranking Priorities - Top 3 combined

- Wages: 93%
- Medical/ Dental/Vision/Mental Health Benefits/Premiums: 35%
- Retirement Benefits: 63%
- Time off: Vacation, Sick, Family Leave, etc.: 4%
- Deferred Compensation: 9%
- Vacation Cash Out: 9%
- Life Insurance: 9%
- Continuing Education/Training: 4%
- Telework agreement: 0%

See following page for details.
2021 SEIU 1021 Bargaining Survey Results

2021 Results:

<table>
<thead>
<tr>
<th>Wages</th>
<th>Medical/Dental/Vision</th>
<th>Retirement</th>
<th>Time off</th>
<th>Deferred Comp.</th>
<th>Vacation/Cash Out</th>
<th>Life Insurance</th>
<th>Continuing Education/Training</th>
<th>Telework Agreement</th>
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Other Priorities:

#1 Wages - Pending Reclassification

Holidays

Diverse hiring practices. Need Spanish speaking service providers. #4 telework equity. Not just left to Supervisors to pick and choose. Have a set of eligible requirements. If your position meets those requirements, individual Supervisors cannot arbitrarily decide who gets to and who is not allowed.#5

Mechanics tool replacement/repair policy

Equitable wages

#1 WAGE INCREASE, WAGE INCREASE, WAGE INCREASE!!!

30 year longevity #9

Education reimbursement #3

Higher wage

Telework, telework, telework.

Exclude living at work (LAW) AKA working from home (WAH) from the CBA. If the union plans to go on strike over LAW, then I will cross the picket lines and leave the union. Only people who don’t like to work choose to LAW.

Increase longevity yrs.

Orthodontic ins

Always have a bargaining unit member on the safety com.

If disciplined or fired, a legal team behind me to make sure the I get what’s fair. Furthermore, a team to make sure that I’m being treated evenly and fairly in the workplace.