



SEIU 1021 City of Oakland 2019 Bargaining Survey

Your elected Bargaining Team is ready to negotiate for better public services and the best possible contract for the workers who provide those services.

First, we need to know what matters to you and what issues you think the Bargaining Team should prioritize.

The results of this survey will guide

the Bargaining Team during the entire bargaining process. Please take time to fill this out and tell us what you think. Your input makes a difference.

Return this survey to your Field Representative, Shop Steward, or Bargaining Team Member, or drop it off at the union hall: 100 Oak St., 3rd Floor, Oakland.

For SEIU 1021 City of Oakland Members ONLY

A. Healthcare

We intend to maintain healthcare coverage for workers and dependents, improve family coverage, and maintain retiree medical benefits.

1. Do you agree with this bargaining priority?

- YES
- NO

B. Wages

Working people are struggling with rising rents, income inequality, and the fear that working families will be pushed out of their neighborhoods.

We intend to fight for wage increases that address past sacrifices and the rising costs of living.

1. Do you agree with this bargaining priority?

- YES
- NO

C. Priorities: Working Conditions

Rank each of the following issues on a scale of 1 to 4. 1 is your top priority, and 4 is your lowest priority.

	Top Priority		Low Priority		
	1	2	3	4	N/A
1. Workload or caseload (including increasing workload as Oakland grows)	1	2	3	4	N/A
2. Maintaining health benefits and coverage	1	2	3	4	N/A
3. Increasing access to FMLA benefits	1	2	3	4	N/A
4. Educational opportunities / continuing ed, including professional memberships, certifications, etc.	1	2	3	4	N/A
5. Parental leave: broadening and simplifying access	1	2	3	4	N/A
6. Quality of services available to the public	1	2	3	4	N/A
7. Time off, including holidays, vacations, leave, sick days, buy-backs, and comp time	1	2	3	4	N/A
8. Affordable housing for City workers	1	2	3	4	N/A
9. Unfair hiring practices, like improper use of "acting" positions, not properly posting positions, or misuse of temporary part-time positions	1	2	3	4	N/A
10. Working out of classification	1	2	3	4	N/A
11. Protecting past gains won by our members	1	2	3	4	N/A
12. Shifts and schedules	1	2	3	4	N/A
13. Improvements to workers' compensation	1	2	3	4	N/A
14. Increase standard work schedule from 37.5 hours to 40 hours per week, if applicable	1	2	3	4	N/A

Dignity and Respect

Check your **top three** issues.

- Favoritism in the workplace
- Fairness and respect on the job
- Bullying and harassment
- Protection from retaliation
- More say in how we do our jobs
- Other (Please specify):

Temporary Part-Time Workers (TPTs)

If you are a TPT, please mark **all the issues that apply to you**.

- Path to advancement to PPT/FT
- Inadequate health and welfare premiums
- Unreliable scheduling
- Increase cutoff hours above 960 per year
- Deferred compensation surcharge
- Other (Please specify):

D. Common Good: Lifting Up Our Communities

Rank each of the following issues on a scale of 1 to 4. 1 is your top priority, and 4 is your lowest priority.

	Top Priority				Low Priority
	1	2	3	4	N/A
1. Addressing homelessness	1	2	3	4	N/A
2. Illegal dumping	1	2	3	4	N/A
3. Living wage for all workers	1	2	3	4	N/A
4. Defending and promoting Sanctuary City policies and local laws protecting immigrant residents	1	2	3	4	N/A
5. More full-time jobs and an expansion of high-quality services for the public	1	2	3	4	N/A
6. Dignity and respect for all working people	1	2	3	4	N/A
7. Cancer & asthma rates in City workforce & Oakland population	1	2	3	4	N/A
8. Job postings and apprenticeship programs for City workers & community members	1	2	3	4	N/A
9. Parks funding to expand recreational programs and increase cleanliness and safety	1	2	3	4	N/A
10. Other (Please specify):					

Community Issues

Outside of the workplace, what community issues are most important to you?

Do you feel you have been priced out of Oakland, or are in danger of being priced out of Oakland?

Yes No

Do you feel you have a long or otherwise burdensome commute to get to work?

Yes No

If you answered "Yes", about how long is your commute?

E. Organizing to Win a Good Contract

A good contract is won by building power at every worksite. How will you step up to do your part to fight for a fair contract? (Trainings will be provided where needed.) **Check all that apply.**

- Come to and participate in Contract Action Team (CAT) meetings
- Come to a rally
- Host a meeting at your job site (or elsewhere)
- Attend an evening meeting of City Council
- Make phone calls and send emails to co-workers about bargaining updates
- Work slowdowns / "work to rule"
- Stop working overtime
- Take a "unity break" with your co-workers (all take a break together)
- Share information with co-workers
- Wear purple: 1021 shirt, button, or sticker
- Walk on an informational picket line
- Follow SEIU 1021 on Facebook and Twitter
- Ensure that we have power in numbers by making sure everyone at your worksite is a member
- Participate in public leafletting / precinct walking / passing out info
- Strike if necessary
- Contribute to and participate in the Committee on Political Education (COPE), our committee that endorses candidates and measures that support working families
- Make phone calls and send emails to co-workers about bargaining updates
- Talk to community and political organizations (senior groups, clubs, churches, etc.)
- Help plan a social event
- Visit members of City Council with co-workers
- Call on elected officials / come to phone banking sessions
- Serve as a media spokesperson for TV, radio, blogs, alternative media, and newspaper stories
- Write a letter to the editor
- Other (Please specify): _____

Contact Information

Fill in the information below or your survey will not be processed. Please print clearly.

- Yes, I am an SEIU Member

First Name: _____

Last Name: _____

Home Address: _____

City and Zip: _____

Workplace: _____

Department: _____

Position / Job Title: _____

What Is Your T-Shirt Size? _____

How Long Have You Been with the City? _____

Personal Email: _____

Cell Phone: _____

By providing my phone number I understand that SEIU and its locals and affiliates may use automated calling technologies and/or text message me on my cellular phone on a periodic basis. SEIU will never charge for text message alerts. Carrier message and data rates may apply to such alerts. Text STOP to 55000 to stop receiving messages. Text HELP to 55000 for more information.