



2019 Bargaining Survey for IAM Railroad Members under (or subject to) the National Freight Agreement

Please use the following instructions when answering this survey:

- Please follow the instructions for each question carefully and mark the appropriate option with a pen, pencil or marker.
- Please do not mark on the boxes contained in the corners of the survey. These boxes are strictly for software use only.
- **DO NOT COPY ANY PART OF THE SURVEY, AS THIS WILL CAUSE IT TO BECOME UNSCANNABLE ON OUR SYSTEM.**
- **DO NOT ADD ADDITIONAL STAPLES ANYWHERE ON THIS SURVEY!**
- You may write additional comments in the comment box provided.
- All responses are strictly confidential.

**ALL COMPLETED SURVEYS MUST BE RETURNED TO
A UNION REPRESENTATIVE BY THE END OF YOUR SHIFT ON FRIDAY
PLEASE TAKE A FEW MINUTES AND COMPLETE THIS SURVEY TODAY!**

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Please take the time to complete this Survey for the upcoming contract negotiations. The input from the Surveys will enable your Negotiating Committee to better understand and address the membership's issues and priorities. We appreciate your participation.

1. Please select your Employer:

- The Belt Railway Company of Chicago
- BNSF Railway Company
- Consolidated Rail Corporation
- CSX Transportation, Inc.
- Gary Railway Company
- Indiana Harbor Belt Railroad Company
- The Kansas City Southern Railway Company
- Kansas City Southern Railway
- Gateway Western Railway
- Joint Agency
- Louisiana and Arkansas Railway
- MidSouth Rail Corporation
- SouthRail Corporation
- Illinois Central
- New Orleans Public Belt Railroad
- Norfolk Southern Railway Company
- The Alabama Great Southern Railroad Co.
- Central of Georgia Railroad Company
- The Cincinnati, New Orleans, Texas Pac Railway Co.
- Georgia Southern and Florida Railway Co.
- Interstate Railroad Company
- Tennessee, Alabama and Georgia Railway Co.
- Tennessee Railway Company
- Northeast Illinois Regional Commuter Railroad Corp
- Oakland Terminal Railway
- Port Terminal Railroad Association
- Soo Line Railroad Co. d/b/a Canadian Pacific
- South Carolina Public Railways
- Terminal Railroad Assoc. of St. Louis
- Union Pacific Railroad Company

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2. How secure do you believe your job is today?

- Very secure Somewhat secure Not secure

3. What shift do you work? (Select only one)

- First Shift Second Shift Third Shift

4. What job category best describes your current work situation? (Select only one)

- Locomotive Machinist Roadway Traveling Mechanic Roadway Shop Mechanic
 Facility Maintenance Wheel Shop Machinist

We want to know your priorities for negotiations in 2019. While we will try to make improvements in every area, it is important to know which ones are most important to you.

How important is it to make significant improvements in each area listed below?

Response Definition: NI=Not Important SI=Slightly Important IM=Important VI=Very Important ES=Essential					
	NI	SI	IM	VI	ES
5. General wage increases	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. Improve skill differentials	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. Add Cost-of-Living Adjustment.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. Add lump sum payments.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9. Add pension plan	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10. Add 401(k) savings plan	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11. Improve medical coverage.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12. Improve dental coverage.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
13. Improve vision coverage.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
14. Improve accident and sickness coverage	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
15. Improve life insurance coverage	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
16. Medical costs containment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
17. Increase paid holidays	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
18. More vacation time	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
19. Improve sick leave benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
20. Increase in paid bereavement, jury, and military time off	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
21. Improve seniority language (i.e. layoff, recall rights, transfers, promotions, & shift preference)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
22. Improve job security.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
23. Limitations on outsourcing.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
24. Increase input in work design.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
25. Better treatment from front line and local management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
26. Additional personal days	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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The following question is designed to highlight the most crucial issues for this bargaining unit.

27. Please indicate which of the following are strike issues. *(Please select up to 3 issues.)*

- | | |
|---|---|
| <input type="radio"/> Job security | <input type="radio"/> General wage increases |
| <input type="radio"/> Medical costs containment | <input type="radio"/> Add/Improve 401(k) savings plan |
| <input type="radio"/> Pension increases | <input type="radio"/> Improved holiday/vacation time |
| <input type="radio"/> Add/Improve Cost-of-Living Adjustment | <input type="radio"/> I am not willing to strike |

Our bargaining power for the next contract will depend on the active involvement and unity of all members working at your location. Which of the following actions or activities are you willing to perform in order to help support our contract objectives?

Response Definition: Y=Yes N=No

- | | Y | N |
|--|-----------------------|-----------------------|
| 28. Attend special meetings about the contract at the union hall..... | <input type="radio"/> | <input type="radio"/> |
| 29. Phone bank members about contract issues..... | <input type="radio"/> | <input type="radio"/> |
| 30. Pass out leaflets..... | <input type="radio"/> | <input type="radio"/> |
| 31. Attend a parking lot meeting with co-workers before or after work..... | <input type="radio"/> | <input type="radio"/> |
| 32. Ask co-workers to attend a contract campaign event..... | <input type="radio"/> | <input type="radio"/> |
| 33. Wear a button or union t-shirt at work..... | <input type="radio"/> | <input type="radio"/> |

How often do you utilize the following communication devices to obtain information from the union?

Response Definition: N=None of the time L=Little of the time S=Some of the time M=Most of the time A=All of the time

- | | N | L | S | M | A |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 34. The IAM Journal..... | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 35. District Lodge or Local Lodge newspaper..... | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 36. Union bulletins on shop boards..... | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 37. The IAM web page (http://www.goiam.org)..... | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 38. District Lodge or Local Lodge web page..... | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 39. District Lodge 19 Facebook page..... | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

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40. Please select your preferred communication method(s) for obtaining information from the Union.
(Please select all that apply.)

- | | |
|--|--|
| <input type="radio"/> Facebook | <input type="radio"/> Twitter |
| <input type="radio"/> YouTube | <input type="radio"/> Mail |
| <input type="radio"/> Telephone | <input type="radio"/> Email |
| <input type="radio"/> Union Bulletins on Shop Boards | <input type="radio"/> District Lodge Webpage |
| <input type="radio"/> Local Lodge Webpage | <input type="radio"/> IAM "Goiam" Webpage |
| <input type="radio"/> Face-to-face discussions with Union Reps | <input type="radio"/> Union Meetings |
| <input type="radio"/> Flyers/Handouts | <input type="radio"/> Texting |
| <input type="radio"/> Instagram | <input type="radio"/> Snapchat |
| <input type="radio"/> Other (please specify in the box below)* | |

*Other preferred communication method(s):

The following questions are for background information only.

41. Gender

- Male Female

42. Age

- 18 to 29 30 to 35 36 to 40 41 to 45 46 to 50 51 to 55
 56 to 60 61 to 65 Over 65

43. Years of service at this location

- | | |
|---|---|
| <input type="radio"/> Less than 1 year | <input type="radio"/> 1 year but less than 5 years |
| <input type="radio"/> 5 years but less than 10 years | <input type="radio"/> 10 years but less than 15 years |
| <input type="radio"/> 15 years but less than 20 years | <input type="radio"/> 20 years but less than 30 years |
| <input type="radio"/> 30 or more years | |

44. Estimate the total number of additional years you anticipate working at this location

- 1 to 5 years 6 to 10 years 11 to 15 years 16 or more years

Response Definition: Y=Yes N=No

	Y	N
45. Do you own company stock, either directly or through the Savings Plan?	<input type="radio"/>	<input type="radio"/>
46. If yes, would you be interested in attending a shareholders meeting?	<input type="radio"/>	<input type="radio"/>
47. Do you have access to a computer at home?	<input type="radio"/>	<input type="radio"/>
48. Do you have access to a computer at work?	<input type="radio"/>	<input type="radio"/>
49. Have you attended local union meetings?	<input type="radio"/>	<input type="radio"/>
50. Do you think this survey was a good idea?	<input type="radio"/>	<input type="radio"/>

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51. What are the most important issues you would like to see resolved in the current negotiations? *(Please keep your response within the perimeter of the box below.)*