

UCATS Local 3882 - 2011 Contract Bargaining Survey

Your union contract with NYU expires on October 31, 2011.

For the last 6 years, our contract has guaranteed that your wages increased in each year while it also guaranteed that your health insurance costs remained affordable. Outside of NYU, however, most working Americans have endured wage freezes, unpaid involuntary furloughs, substantially higher health insurance costs, and even pay cuts. NYU administrators and faculty did not get a raise in 2009, and in 2010, they were eligible for only half the percentage increase that all UCATS members received automatically.

This year, we can expect bargaining to be extremely challenging.

Due to the economic downturn and an anti-union political climate, employers across the nation expect unions to accept concessions on wages, health insurance, and other benefits, too.

Getting a good contract requires us all to participate.

The challenges we face cannot be overcome solely by the 18 people serving on the leadership team. Every UCATS member must pitch in and do their fair share. An informed, active membership makes for a strong union and is essential to achieve the best possible contract.

A good contract is about more than fair compensation.

A good contract provides employees with rights and protections on the job and establishes a safe, respectful day to day work environment free of discrimination, intimidation and unfair treatment.

This survey provides you with an opportunity to communicate information about your employment experience at NYU to the UCATS Leadership team and to let us know what you will do to help achieve a contract that improves not just your compensation but also the quality of your work life.

REENGINEERING

1a Please describe how NYU's reengineering has affected you.

1b What changes have you seen in your workplace over the last two years?

For the following questions, please fill in your response in the corresponding bubble.

If appropriate, please describe your response in the space provided.

2 Have your job duties changed? If so, how?

3 Has your workload changed? If so, how?

4 John Sexton has made much of employees needing to contribute to "the enterprise."

Do you feel like you do more than you're compensated for? If yes, please describe.

WORKPLACE ISSUES

5 Have there been changes in how your supervisor treats you? If yes, please describe.

6 Do you feel treated with respect on the job? If not, please describe.

7 Have you had problems related to the new myTime system? If yes, please describe them.

8 Have you been affected by any health and safety problems on the job? If yes, what?

9 Do you feel safe at work? If not, why not?

10 Do you feel management properly addresses issues of concern you have? If not, why not?

11 Do you feel NYU has a commitment to help employees succeed on the job? Why?

12 Do you believe NYU has a commitment to long-term employment? Why?

13 How could the upcoming contract negotiations address your concerns on the job?

ADVANCEMENT OPPORTUNITIES

14 Do you feel that NYU provides adequate professional development opportunities to you?

15 Do you believe NYU provides staff with sufficient opportunities for promotion?

16 Have you been involved in the reclassification/upgrade process? If yes, how was it?

NYU AND ITS SYSTEMS

17a What has been your experience with NYU's new "service center" approach and the outside companies, systems, and procedures NYU is using? Please fill in one.

	Excellent	Good	Fair	Poor	N/A
Payroll Service Center	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Benefits Office	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
HR Solutions Center	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Unum	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Excellent	Good	Fair	Poor	N/A
Health Advocate	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Carebridge	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
myTime	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
nyu.edu	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
NYUHome	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

17b Have these systems or procedures made it more difficult for you to access information you need? If so, how?

18 Is NYU more responsive or less responsive to your needs as an employee? Please describe.

19a How would you describe NYU as an employer?

- Excellent
- Better than average
- Average
- Bad
- Very bad
- I don't feel I can make this assessment.

19b Please share your comments about NYU as an employer.

CONTRACT BARGAINING 2011

20 What do you expect NYU *management* to do in the upcoming contract negotiations with us?

21 What other issues would you like to see addressed during contract negotiations?

22 What are your top four priorities for contract bargaining?

- 1 _____
- 2 _____
- 3 _____
- 4 _____

23 Bargaining is a team effort! What are you prepared to do to gain a fair contract in 2011?

Fill in all the bubbles below that apply.

- Help with union mailings during lunch.
- Attend union meetings during lunch.
- Attend union meetings after work.
- Distribute union information to my coworkers.

If so, could you share a few of their names with us?

- Discuss union information with my coworkers.
- Attend union rallies during lunch.
- Wear a union button or sticker on designated days.
- Participate in leafletting activities.
- Organize union members in my area for meetings and actions.
- Participate in phone banking activities to other members.
- I'd like to help some other way.

If so, how?

Name:

Work area:

Work phone:

Cell phone:

NonNYU email:

Thank you for filling out the UCATS 2011 Contract Bargaining Survey!

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Please return completed surveys to:

UCATS Local 3882

636 Broadway, Suite 606

New York, NY 10012

Email: ucats@erols.com

Fax: 646-602-9552

Or complete the Survey online
at ucats3882.org.

*To stay informed, be sure to read your
UCATS mail, and check out the UCATS Local
3882 website at ucats3882.org.*