SEIU Local 1021 City of Oakland Chapter
Bargaining Issue Survey, 2022

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

We need to know what matters to you, and what you are willing to fight for.

The results of this survey will help the Bargaining Team during the entire bargaining process. Please take time and tell us what you think. **Your input makes a difference.**

This survey is for SEIU 1021 members of the City of Oakland Chapter only. Not a member? Sign up at join1021.org!

A. COVID-19 Related Issues

The pandemic has challenged us all and exposed many problems across our community and in our workplace.

Please mark all the following that you have experienced.

☐ Leave issues (inc. negative balances or having leave requests denied)
☐ Unfair impacts on working conditions (inc. lack of ability to telecommute, requirement to work with public.,etc.)
☐ Lost position (or taken off schedule)
☐ Lost hours
☐ Furloughs
☐ Unsafe working conditions
☐ Other (please specify) _____
_____

Have you been asked to work in conditions that you believed were unsafe?
☐ Yes   ☐ No

Has the City taken appropriate measures, in your opinion, to protect you and your co-workers from COVID-19?
☐ Yes   ☐ No

B. Wages & Healthcare Costs

Wages for working people have fallen behind our region's costs of living. We intend to fight for wage increases that address past sacrifices, including during the pandemic, and the rising costs of living.

Do you agree with this bargaining priority?
☐ YES   ☐ NO

If YES, what cost of living adjustment seems fair? _____

In recent years, healthcare costs have been a major issue in bargaining. **We expect the City to ask SEIU 1021 members to pay more for healthcare.**

We intend to improve healthcare coverage for workers and dependents.

Do you agree with this bargaining priority?
☐ YES   ☐ NO

You Can Take This Survey Online!
https://www.surveymonkey.com/r/seiu1021oakland

C. Working Conditions and Workplace Issues

Please rank each of the following: 1 is a top priority, and 5 is a low priority.

	1	2	3	4	5
Retention pay / bonuses / equity adjustments	1	2	3	4	5
Promotion & hiring processes (management misusing lists, etc.)	1	2	3	4	5
Streamlined grievance procedure w/ accountable City timeline	1	2	3	4	5
Recognition for work our members have been doing during COVID	1	2	3	4	5
More say in the work that's being done	1	2	3	4	5
Safety: streets unsafe; increased need to work w/ biohazards	1	2	3	4	5
More members dealing with illegal dumping	1	2	3	4	5
Healthcare for TPTs: premium insufficient to get on the exchange	1	2	3	4	5
Streamlining the TPT -> PPT pipeline	1	2	3	4	5
Inadequate pay, esp. when compared to other public employers	1	2	3	4	5
New positions created with improper starting pay	1	2	3	4	5
Getting the word out / transparency / information sharing	1	2	3	4	5
City workers not able to live in Oakland	1	2	3	4	5
Staffing: vacancy rate driving overwork, mandatory OT, burnout, etc.	1	2	3	4	5
Delta Dental cap unchanged ($1,500) for a long time (since 2002)	1	2	3	4	5
Working out of classification	1	2	3	4	5
Seniority not being respected	1	2	3	4	5
Bilingual staff inequities (assigned to do non-core work, etc.)	1	2	3	4	5
Other (please specify) _____	1	2	3	4	5

E. Top Three Problems

Please list your top 3 problems at work.

1. _____
2. _____
3. _____

F. Top Three Contract Suggestions

Please list your top 3 issues with the contract or suggestions for contract language.

1. _____
2. _____
3. _____

G. Organizing to Win

Strong contracts are won in unified worksites. How will you help do your part to help us all win a good contract? *Please mark all that apply.*

☐ Join the Chapter's Action Team, to build solidarity, plan actions, share information, and grow worker power
☐ Come to union actions (rallies, caravans)
☐ Serve as a media spokesperson
☐ Walk an informational picket line
☐ Social media actions
☐ Speak at a City Council meeting
☐ Strike if necessary

H. Worker Information

First Name: _____   Last Name: _____
Worksite:_____   Department: _____
Classification: _____   Years with the City: _____
Personal Email Address:_____
Cell Phone Number:_____*   T-Shirt Size: _____

*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.