

# REPORT OF 2010 BARGAINING SURVEY FOR IAM MEMBERS WORKING AT COMAIR AIRLINES

<p>1. Work location:</p> <p><b>BOS</b> ----- 10%</p> <p><b>CVG</b> ----- 70%</p> <p><b>GSO</b> ----- 7%</p> <p><b>JFK/LGA</b> ----- 13%</p>	<p>2. How secure do you believe your job is today?</p> <p><b>Very secure</b> ----- 3%</p> <p><b>Somewhat secure</b> ----- 45%</p> <p><b>Not secure</b> ----- 52%</p>	<p>3. What shift do you work?</p> <p><b>Day Shift (8 hr)</b> ----- 4%</p> <p><b>Day Shift (10 hr)</b> ----- 24%</p> <p><b>Swing Shift (8 hr)</b> ----- 0%</p> <p><b>Swing Shift (10 hr)</b> ----- 28%</p> <p><b>Night Shift (8 hr)</b> ----- 0%</p> <p><b>Night Shift (10 hr)</b> ----- 22%</p> <p><b>12 Hour Day Shift</b> ----- 12%</p> <p><b>12 Hour Night Shift</b> ----- 10%</p>
<p>4. What classification best describes your current work situation?</p> <p><b>A/C Crew Chief</b> ----- 19%</p> <p><b>A/C Mechanic</b> ----- 78%</p> <p><b>A/C Mech Helper</b> ----- 3%</p> <p><b>GSE Crew Chief</b> ----- 0%</p> <p><b>GSE Mechanic</b> ----- 0%</p> <p><b>GSE Mech Helper</b> ----- 0%</p> <p><b>Painter</b> ----- 0%</p> <p><b>Upholsterer</b> ----- 1%</p> <p><b>Parts Lead</b> ----- 0%</p> <p><b>Parts Clerk</b> ----- 0%</p> <p><b>Ground Handler</b> ----- 1%</p>	<p>5. General wage increases</p> <p><b>Not Important</b> ----- 1%</p> <p><b>Slightly Important</b> ----- 8%</p> <p><b>Important</b> ----- 18%</p> <p><b>Very Important</b> ----- 20%</p> <p><b>Essential</b> ----- 53%</p>	<p>6. Reduce time it takes to reach maximum rate of pay</p> <p><b>Not Important</b> ----- 27%</p> <p><b>Slightly Important</b> ----- 22%</p> <p><b>Important</b> ----- 23%</p> <p><b>Very Important</b> ----- 13%</p> <p><b>Essential</b> ----- 15%</p>
<p>7. Improve premium pay (license, RII, shift, run/taxi, etc.)</p> <p><b>Not Important</b> ----- 2%</p> <p><b>Slightly Important</b> ----- 7%</p> <p><b>Important</b> ----- 25%</p> <p><b>Very Important</b> ----- 28%</p> <p><b>Essential</b> ----- 38%</p>	<p>8. Improve profit sharing</p> <p><b>Not Important</b> ----- 2%</p> <p><b>Slightly Important</b> ----- 11%</p> <p><b>Important</b> ----- 27%</p> <p><b>Very Important</b> ----- 36%</p> <p><b>Essential</b> ----- 24%</p>	<p>9. Improve 401(k) savings plan</p> <p><b>Not Important</b> ----- 2%</p> <p><b>Slightly Important</b> ----- 12%</p> <p><b>Important</b> ----- 23%</p> <p><b>Very Important</b> ----- 30%</p> <p><b>Essential</b> ----- 34%</p>
<p>10. Improve benefits (<i>medical/dental/vision</i>) coverage</p> <p><b>Not Important</b> ----- 5%</p> <p><b>Slightly Important</b> ----- 7%</p> <p><b>Important</b> ----- 23%</p> <p><b>Very Important</b> ----- 28%</p> <p><b>Essential</b> ----- 37%</p>	<p>11. Improve life insurance coverage</p> <p><b>Not Important</b> ----- 7%</p> <p><b>Slightly Important</b> ----- 13%</p> <p><b>Important</b> ----- 37%</p> <p><b>Very Important</b> ----- 26%</p> <p><b>Essential</b> ----- 17%</p>	<p>12. Improve STD, LTD, accident coverage</p> <p><b>Not Important</b> ----- 8%</p> <p><b>Slightly Important</b> ----- 10%</p> <p><b>Important</b> ----- 36%</p> <p><b>Very Important</b> ----- 27%</p> <p><b>Essential</b> ----- 19%</p>

<p>13. Improve flight benefits</p> <p>Not Important ----- 8%</p> <p>Slightly Important ----- 5%</p> <p>Important ----- 18%</p> <p>Very Important ----- 18%</p> <p>Essential ----- 51%</p>	<p>14. Add IAM National Pension Plan</p> <p>Not Important ----- 19%</p> <p>Slightly Important ----- 10%</p> <p>Important ----- 18%</p> <p>Very Important ----- 18%</p> <p>Essential ----- 35%</p>	<p>15. Add premium pay (NDT, sheet metal, etc.)</p> <p>Not Important ----- 10%</p> <p>Slightly Important ----- 13%</p> <p>Important ----- 28%</p> <p>Very Important ----- 17%</p> <p>Essential ----- 31%</p>
<p>16. Increase paid holidays</p> <p>Not Important ----- 6%</p> <p>Slightly Important ----- 16%</p> <p>Important ----- 32%</p> <p>Very Important ----- 21%</p> <p>Essential ----- 25%</p>	<p>17. Increase vacation time</p> <p>Not Important ----- 4%</p> <p>Slightly Important ----- 10%</p> <p>Important ----- 30%</p> <p>Very Important ----- 22%</p> <p>Essential ----- 34%</p>	<p>18. Increase sick leave benefits</p> <p>Not Important ----- 4%</p> <p>Slightly Important ----- 15%</p> <p>Important ----- 29%</p> <p>Very Important ----- 28%</p> <p>Essential ----- 24%</p>
<p>19. Increase in paid bereavement, jury, and relocation benefits</p> <p>Not Important ----- 4%</p> <p>Slightly Important ----- 18%</p> <p>Important ----- 31%</p> <p>Very Important ----- 26%</p> <p>Essential ----- 21%</p>	<p>20. Improve seniority language (i.e. furlough/layoff, recall rights, transfers, promotions, &amp; shift preference)</p> <p>Not Important ----- 3%</p> <p>Slightly Important ----- 12%</p> <p>Important ----- 26%</p> <p>Very Important ----- 25%</p> <p>Essential ----- 34%</p>	<p>21. Improve job security</p> <p>Not Important ----- 0%</p> <p>Slightly Important ----- 2%</p> <p>Important ----- 9%</p> <p>Very Important ----- 23%</p> <p>Essential ----- 68%</p>
<p>22. Limitations on outsourcing</p> <p>Not Important ----- 0%</p> <p>Slightly Important ----- 3%</p> <p>Important ----- 9%</p> <p>Very Important ----- 29%</p> <p>Essential ----- 59%</p>	<p>23. Increase input in work design/lean implementation</p> <p>Not Important ----- 4%</p> <p>Slightly Important ----- 14%</p> <p>Important ----- 28%</p> <p>Very Important ----- 32%</p> <p>Essential ----- 22%</p>	<p>24. Please indicate which of the following are strike issues. (You may select up to 3)</p> <p>1. General wage increases ----- 61%</p> <p>2. Job security ----- 61%</p> <p>3. Benefits costs containment ----- 35%</p> <p>4. Add IAM National Pension Plan ----- 28%</p> <p>5. Improved holiday/vacation time ----- 14%</p> <p>6. Improve 401(k) savings plan ----- 13%</p> <p>7. I am not willing to strike ----- 21%</p> <p>8. Improve profit sharing ----- 8%</p>
<p>25. Attend special meetings about the contract at the union hall</p> <p>Yes ----- 72%</p> <p>No ----- 28%</p>	<p>26. Phone bank members about contract issues</p> <p>Yes ----- 28%</p> <p>No ----- 72%</p>	<p>27. Pass out leaflets</p> <p>Yes ----- 59%</p> <p>No ----- 41%</p>
<p>28. Attend a parking lot meeting with co-workers before or after work</p> <p>Yes ----- 80%</p> <p>No ----- 20%</p>	<p>29. Ask co-workers to attend a contract campaign event</p> <p>Yes ----- 62%</p> <p>No ----- 38%</p>	<p>30. Wear a button or union t-shirt at work</p> <p>Yes ----- 80%</p> <p>No ----- 20%</p>

<p>31. The IAM Journal</p> <p>None of the time ----- 32%</p> <p>Little of the time ----- 22%</p> <p>Some of the time ----- 28%</p> <p>Most of the time ----- 9%</p> <p>All of the time ----- 9%</p>	<p>32. District Lodge 142 <i>Observer</i> Newsletter</p> <p>None of the time ----- 29%</p> <p>Little of the time ----- 20%</p> <p>Some of the time ----- 30%</p> <p>Most of the time ----- 14%</p> <p>All of the time ----- 7%</p>	<p>33. Union bulletins on IAM bulletin boards</p> <p>None of the time ----- 12%</p> <p>Little of the time ----- 14%</p> <p>Some of the time ----- 30%</p> <p>Most of the time ----- 31%</p> <p>All of the time ----- 13%</p>
<p>34. The IAM web page (<a href="http://www.goiam.org">http://www.goiam.org</a>)</p> <p>None of the time ----- 55%</p> <p>Little of the time ----- 16%</p> <p>Some of the time ----- 20%</p> <p>Most of the time ----- 5%</p> <p>All of the time ----- 4%</p>	<p>35. District Lodge or Local Lodge web page (<a href="http://www.iamdl142.org">http://www.iamdl142.org</a>)</p> <p>None of the time ----- 55%</p> <p>Little of the time ----- 19%</p> <p>Some of the time ----- 18%</p> <p>Most of the time ----- 4%</p> <p>All of the time ----- 4%</p>	<p>36. Gender</p> <p>Male ----- 95%</p> <p>Female ----- 5%</p>
<p>37. Age Ranges</p> <p>18 to 29 ----- 15%</p> <p>30 to 35 ----- 20%</p> <p>36 to 40 ----- 21%</p> <p>41 to 45 ----- 19%</p> <p>46 to 50 ----- 15%</p> <p>51 to 55 ----- 6%</p> <p>56 to 60 ----- 3%</p> <p>61 to 65 ----- 1%</p> <p>Over 65 ----- 0%</p>	<p>38. Years of service at Comair Airlines</p> <p>Less than 1 year ----- 0%</p> <p>1 year but less than 5 years ----- 22%</p> <p>5 years but less than 10 years ----- 21%</p> <p>10 years but less than 15 years -- 27%</p> <p>15 years but less than 20 years -- 17%</p> <p>20 years but less than 30 years -- 13%</p>	<p>39. Estimate the total number of additional years you anticipate working for Comair Airlines</p> <p>1 to 5 years ----- 22%</p> <p>6 to 10 years ----- 17%</p> <p>11 to 15 years ----- 18%</p> <p>16 or more years ----- 43%</p>
<p>40. Do you own Delta stock, either directly or through the Savings Plan?</p> <p>Yes ----- 10%</p> <p>No ----- 90%</p>	<p>41. If yes, would you be interested in attending a shareholders meeting?</p> <p>Yes ----- 24%</p> <p>No ----- 76%</p>	<p>42. Do you have access to a computer at home?</p> <p>Yes ----- 95%</p> <p>No ----- 5%</p>
<p>43. Do you have access to a computer at work?</p> <p>Yes ----- 83%</p> <p>No ----- 17%</p>	<p>44. Have you attended local union meetings?</p> <p>Yes ----- 39%</p> <p>No ----- 61%</p>	<p>45. Do you think this survey was a good idea?</p> <p>Yes ----- 96%</p> <p>No ----- 4%</p>