



2015 Bargaining Survey for Members Working at PSA Airlines

Please use the following instructions when answering this survey:

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

**PLEASE RETURN YOUR COMPLETED SURVEY TO YOUR SHOP STEWARD
NO LATER THAN JULY 10, 2015**

PLEASE TAKE A FEW MINUTES AND COMPLETE THIS SURVEY TODAY!

2015 Bargaining Survey for IAM Members Working at PSA Airlines

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. Work location:

- DAY CAK CLT BNA (if opened or transferring)

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)

- Day Shift (8 hr.) Swing Shift (8 hr.) Night Shift (8 hr.) Day Shift (10 hr.)
 Swing Shift (10 hr.) Night Shift (10 hr.) Other

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

- Maint. Controller Inspector Lead Aircraft Mechanic
 Maint. Training Instructor Aircraft Mechanic Aircraft Cleaner

We want to know your priorities for negotiations set to begin in 2015. While we will try to make improvements in every area of the Agreement, the current economic environment surrounding regional airlines dictates that we 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. Reduce time it takes to reach maximum rate of pay	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. Improve premium pay (license, RII, shift, run/taxi, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. Improve profit sharing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9. Improve 401(k) savings plan	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10. Improve medical/dental/vision coverage	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11. Improve life insurance coverage	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12. Improve STD, LTD, accident coverage	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
13. Improve flight benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
14. Add IAM National Pension Plan	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
15. Add premium pay for NDT, sheet metal, etc.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
16. Increase paid holidays	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
17. More vacation time	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
18. Improve sick leave benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
19. Increase in paid bereavement, jury, and military time off	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
20. Improve seniority language (i.e. furlough/layoff, recall rights, transfers, promotions, & shift preference)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>





2015 Bargaining Survey for IAM Members Working at PSA Airlines



Response Definition: NI=Not Important SI=Slightly Important IM=Important VI=Very Important ES=Essential

- | | NI | SI | IM | VI | ES |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 21. Improve job security..... | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 22. Limitations on outsourcing..... | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 23. Increase input in maintenance practices/work package design..... | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

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

24. 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"/> Benefits costs containment | <input type="radio"/> Improve 401(k) savings plan |
| <input type="radio"/> Add IAM National Pension Plan | <input type="radio"/> Improved holiday/vacation time |
| <input type="radio"/> Improve Profit Sharing | <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 PSA Airlines. 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 |
|--|-----------------------|-----------------------|
| 25. Attend special meetings about the contract at the union hall..... | <input type="radio"/> | <input type="radio"/> |
| 26. Phone bank members about contract issues..... | <input type="radio"/> | <input type="radio"/> |
| 27. Pass out leaflets..... | <input type="radio"/> | <input type="radio"/> |
| 28. Attend a parking lot meeting with co-workers before or after work..... | <input type="radio"/> | <input type="radio"/> |
| 29. Ask co-workers to attend a contract campaign event..... | <input type="radio"/> | <input type="radio"/> |
| 30. 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 |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 31. The IAM Journal (<i>IAM App</i>)..... | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 32. District Lodge 142 <i>Observer</i> newsletter..... | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 33. IAM bulletin boards..... | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 34. The IAM web page (<i>www.goiam.org</i>)..... | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 35. District Lodge 142 web page (<i>www.iamdl142.org</i>)..... | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 36. District Lodge 142 email blasts..... | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 37. Grand Lodge <i>iMail</i> updates..... | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |





2015 Bargaining Survey for IAM Members Working at PSA Airlines



The following questions are for background information only.

38. Gender

- Male Female

39. 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

40. Years of service at PSA Airlines

- Less than 1 year 1 year but less than 5 years
 5 years but less than 10 years 10 years but less than 15 years
 15 years but less than 20 years 20 years but less than 30 years
 30 or more years

41. Estimate the total number of additional years you anticipate working for PSA Airlines

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

Response Definition: Y=Yes N=No		
--	--	--

- | | Y | N |
|--|-----------------------|-----------------------|
| 42. Do you own company stock, either directly or through the Savings Plan? | <input type="radio"/> | <input type="radio"/> |
| 43. If yes, would you be interested in attending a shareholders meeting? | <input type="radio"/> | <input type="radio"/> |
| 44. Do you have access to a computer at home? | <input type="radio"/> | <input type="radio"/> |
| 45. Do you have access to a computer at work? | <input type="radio"/> | <input type="radio"/> |
| 46. Have you attended local union meetings?..... | <input type="radio"/> | <input type="radio"/> |
| 47. Do you think this survey was a good idea? | <input type="radio"/> | <input type="radio"/> |

INSERT MANUAL TEXT ON FOLLOWING PAGE





2015 Bargaining Survey for IAM Members Working at PSA Airlines



48. 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.)*

