This survey is a chance to give your views on the workplace issues that concern you the most. UF employees on the AFSCME Local 3340 bargaining team are scheduled to begin negotiations on a three-year contract with the new UF Board of Trustees in October. In the past, there was a statewide contract with the Florida Board of Education or Board of Regents. With the assistance of expert AFSCME negotiators, the bargaining committee will reach an agreement with the Board of Trustees, and we will all vote on whether to accept it. A copy of the current contract is available on the BOE and AFSCME web sites.

This survey is designed to help us start developing priorities for the upcoming contract negotiations.

Thank you for your time.
Collective Bargaining

1. Before you received this survey, did you know that there’s a union for staff at the University of Florida?
   - Yes □   - No □

2. Did you know that the union, Local 3340 of the American Federation of State, County and Municipal Employees (AFSCME), negotiates a contract with UF covering most USPS employees’ wages, benefits and working conditions?
   - Yes □   - No □

3. Did you know that union members are eligible for representation in workplace disputes?
   - Yes □   - No □

Terms and Conditions of Work

4. How important to you are the following issues? (please circle your response)
   1 = not important   5 = very important
   - Adequate staffing in your area  □ □ □ □ □
   - Workload per person  □ □ □ □ □
   - Workplace harassment  □ □ □ □ □
   - Workplace health and safety  □ □ □ □ □
   - Training opportunities  □ □ □ □ □
   - Job reassignment  □ □ □ □ □
   - Job reclassification  □ □ □ □ □
   - Promotions  □ □ □ □ □
   - Layoffs  □ □ □ □ □
   - Scheduling  □ □ □ □ □
   - Equipment  □ □ □ □ □
   - Stopping privatization  □ □ □ □ □
   - Overuse of temporary and OPS staff  □ □ □ □ □

5. Do you have adequate staffing in your area to perform your job well?
   - Yes □   - No □

6. Are you given adequate opportunity for advancement within the university?
   - Yes □   - No □

Wages and Benefits

7. How important to you are the following issues? (please circle your response)
   1 = not important   5 = very important
   - Annual cost-of-living increases  □ □ □ □ □
   - Merit pay increases  □ □ □ □ □
   - Seniority pay increases  □ □ □ □ □
   - Performance bonuses  □ □ □ □ □
   - Better overtime compensation  □ □ □ □ □
   - Shift differential pay  □ □ □ □ □
   - Cost of health insurance  □ □ □ □ □
   - Paid leave  □ □ □ □ □
   - Family leave  □ □ □ □ □
   - Cost and accessibility of child care  □ □ □ □ □
   - Retirement  □ □ □ □ □
   - Parking  □ □ □ □ □

8. Are you happy with the cost-of-living raises we’ve been receiving at UF?
   - Yes □   - No □

9. Do you think that merit pay increases should replace annual cost-of-living increases?
   - Yes □   - No □

10. Do you think UF should provide performance bonuses to reward work above and beyond an employee’s job description?
    - Yes □   - No □

11. Are you satisfied with your department’s handling of overtime and comp time?
    - Yes □   - No □

12. If you work the second or third shift, do you receive shift differential pay?
    - Yes □   - No □
    If yes, do you think it’s adequate?
    - Yes □   - No □

13. Are you able to use your leave when you need and want to?
    - Annual leave □ □ □ □ □
    - Personal sick leave □ □ □ □ □
    - Family sick leave □ □ □ □ □
14. Should the university provide child care for all staff with children?
   □ Yes □ No

15. Should the university provide free parking for all staff?
   □ Yes □ No

Grievances and Discipline

16. Have you had problems dealing with your supervisor(s)?
   □ Yes □ No

17. Have you had problems dealing with the personnel office?
   □ Yes □ No

18. Have you had problems getting access to information from:
   The personnel office □ Yes □ No
   Your department □ Yes □ No
   Your supervisor(s) □ Yes □ No
   AFSCME □ Yes □ No

19. Have you had problems filing grievances and complaints?
   □ Yes □ No

20. Have you had problems reporting fraud, waste and abuse?
   □ Yes □ No

21. Have you been disciplined unfairly or in an untimely manner?
   □ Yes □ No

22. Have you been evaluated unfairly or in an untimely manner?
   □ Yes □ No

Contract Priorities

23. Please rank the following from 1 to 10 in order of which are the most important to you and what you think AFSCME’s bargaining priorities should be.

   1 = most important 10 = least important

   ___________ Job security
   ___________ Health and safety
   ___________ Health insurance
   ___________ Other benefits
   ___________ Fairness and respect on the job
   ___________ Child care
   ___________ Wages and other pay
   ___________ Promotions
   ___________ Reassignments
   ___________ Workload and staffing

Other Issues

Please use the space below to talk about other problems or concerns that you face as a UF employee or to give examples from questions above. (use additional sheets if necessary)
Frequently Asked Questions About AFSCME

What is AFSCME?
AFSCME is the union that UF staff elected to represent them. AFSCME is one of the nation’s fastest growing unions with 1.3 million members in the public and non-profit private sectors.

Who runs the union?
A truly democratic union, AFSCME is run by its members. Every member has a vote in the election of local union officers and board members. Each local has its own constitution, and members vote at meetings to determine policy, activities and local dues structure. Members also vote on contract approval or rejection. Policies for the State Council in Tallahassee and the International Union in Washington, D.C., are formulated by the membership at conventions every two years, and every member is eligible to be elected as a local delegate. These rights are guaranteed by the International Union Constitution and the Bill of Rights for Members.

Why do we need a union?
Because just talking isn’t enough. You have to be heard, and all by yourself, it’s hard to be heard. Big universities and big governments, and rules made by people you never see and don’t know, leave public employees without a voice unless they organize. Through AFSCME, UF employees have a voice—one heard on the job, in the board room and in the Legislature.

What can AFSCME do for me?
AFSCME gives you the power to help decide wages, pensions, other benefits, promotion policies, grievance procedures and other working conditions. Joining with other UF employees—and with the help of AFSCME’s experts in collective bargaining, law and economics—you can help determine your own future. Joining AFSCME helps you:

Send a message to the University, the Legislature and the Governor—A large jump in union membership says we’re not satisfied with our wages and working conditions. More members = more political muscle = higher raises.

Make your voice heard—Union members decide what to ask for at the bargaining table.

Protect your job—AFSCME can stop management from reprimanding, suspending or terminating you unfairly, but, just like you can’t buy car insurance after the accident, you can’t join after you get in trouble.

Pay your fair share—We all benefit from the raises earned through lobbying and negotiating paid for by AFSCME members’ dues. Even though we’re in a so-called “right-to-work” state where only members pay dues but everybody gets the benefits, we should all pay our fair share.

Save money—AFSCME members get discounts on credit cards, mortgages, loans, legal services, insurance, travel and more.

YES! Please send me more information about the union and how I can get involved.

I’d like to help win a good union contract!
I’ll talk to my co-workers, distribute materials or participate in similar activities.

All survey responses will be strictly confidential.