



CWA Local 1032 NJHMFA Bargaining Survey

Our current contract expires June 30, 2023. Please take the time to fill out this survey and send it back to: info@cwalocal1032.org, fax to 609-883-8184 or give to Kim Beczo or Heidi Conover (your Negotiations Committee Persons) by February 20, 2023.

TELL US ABOUT YOU

1. When did you start working for the NJHMFA? _____
 2. What do you like about your job? _____
 3. What is the hardest part of your job? _____
 4. Have things changed since you started working here? Better Worse No Change
 5. If yes, what has changed? _____
 6. How many years since you received your most recent promotion? _____
 7. How many years have you been at the top step of your current range? _____
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LABOR CONTRACT KNOWLEDGE (The Collective Bargaining Agreement):

1. Have you ever reviewed your contract, and do you have a sense of what it covers? Yes No
 2. The contract expires in June. Have you thought about the upcoming negotiations? Yes No
 3. If yes, what are your goals that you'd like to convey to your Bargaining Team?
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NEGOTIATIONS PRIORITIES (Rate the following things with the number 1 through 8, with "1" being the highest priority. Put a number next to each box. Do not use any number more than once, or it will be voided.

- | | |
|--|--|
| <input type="checkbox"/> Contract language changes | <input type="checkbox"/> Protecting the current Increment/step system |
| <input type="checkbox"/> Not paying more for health benefits | <input type="checkbox"/> Protecting against privatization & layoffs |
| <input type="checkbox"/> Getting a raise each year of the contract | <input type="checkbox"/> Keeping health insurance exactly the way, it is now even if it costs more |
| <input type="checkbox"/> Remote / Telework | <input type="checkbox"/> Adding a step to the top of the range |
| <input type="checkbox"/> Tuition Reimbursement | <input type="checkbox"/> Adjust lower paid ranges |

ECONOMICS

1. What level of yearly percentage across-the-board raise do you expect to see in this next contract?

MEMBER INVOLVEMENT: (What it will take to win a "good" contract in the upcoming negotiations)

1. Do you think management will agree to a good contract without member mobilization?

- Yes No Not sure

2. Have you ever been involved in collective action to win a good labor contract? Yes No

3. If yes to #2, what did you do then? _____

4. What kind of mobilization do you think we need to do this time to get a good contract?

5. What is the most powerful tactic that we could use: _____

6. Collective action by workers usually starts with small things so we can assess how many workers are willing to take action together to win a good contract. Which of the tactics below would you be willing to participate in? (Can select more than one.)

- Sign a petition
- Wear a union button at work
- Wear red on Thursday
- Attend lunchtime rallies
- Help mobilize other workers at your worksite
- I'll do whatever it takes!

CONTACT INFORMATION:

CWA Local #		Department	
Name		Work Building Address	
Current Title		Personal Email	
Date Of Hire		Cell Phone	
Years to Retirement		Home Phone	

Yes, I want to receive important updates via calls and texts (check here):

Date Survey Was Completed: _____

ADDITIONAL COMMENTS:

Email this survey to: info@cwalocal1032.org or give to your negotiations committee person.
Kim Beczo and Heidi Conover are your negotiations committee persons.