

Union Survey

OPEIU

Local 

for Local 8 Members at NORTHWEST IMMIGRANT RIGHTS PROJECT

April, 2017

Dear NWIRP OPEIU Local 8 Union Members,

The following issues have emerged and our union plans to bring them to the Labor Management Committee for discussion and resolution:

- Lack of work space in the Seattle office
- Low salaries and their effect on morale
- More budget and funding transparency/communications
- Caseload equity

This survey will provide some data to help better understand which union members are affected and how they are affected in order to help frame the issues for discussion with management in Labor Management meetings and in preparation for our upcoming contract negotiations this fall. Please fill out the survey and return to OPEIU Local 8 by April 28, 2017 or you can find the survey as a fillable PDF on our website at www.opeiu8.org.

All survey answers are confidential.

We also need four (4) volunteers for the Labor Management Committee. Please nominate yourself below.

Yes! I'd like to serve on the Labor Management Committee	
Name	_____
Worksite	_____ Job classification _____
Email address	_____ Phone number _____

1. How long have you worked at NWIRP?
2. What location do you work at?
3. How many hours do you work in an average work week beyond your regular scheduled 35 hours/week?
4. Do you own a home? Yes No If so, where?
5. If you rent, what percentage of your NWIRP salary goes to rent on a monthly basis?
6. Since January 1, 2016 has your rent increased? Yes No
If so, what city do you live in? _____ If so, how much per month? _____
7. How many people do you support/help support in your household?
8. Do you work another job to supplement your NWIRP income? Yes No
9. Do you depend on another household member(s) to pay the bills? Yes No If yes, how many people?
10. What percentage of your NWIRP income are you able to invest in your retirement fund?
11. Do you have school loans? Yes No If so, how much do you owe?
 > \$10K > \$20K > \$30K > \$40K > \$50K

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OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION LOCAL 8
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12. Do you feel that you earn enough money to sustain yourself in your position as a long term career and still be able to accomplish your life goals (family, home ownership, retirement, etc.)? Yes No
13. For those working specifically in the Seattle or Tacoma offices, do you feel that you earn enough money to sustain yourself in your position as a long term career and still be able to accomplish your life goals (family, home ownership, retirement, etc.)? Yes No
14. If you answered no to these, is this a primary reason you would consider leaving NWIRP? Yes No
15. How long are you planning on working at NWIRP?
16. What improvements would you like to see to make wages more competitive?
17. On a scale of 1-10, where 1 is happy as can be and 10 is so frustrated I'm going to leave, where would you place yourself?
18. How do you feel about the current expansion versus retention issue?
19. Do you feel you have an adequate work space in order to complete your job in an effective and professional manner?
 Yes No
20. What suggestions do you have for the space issue?
21. What is your caseload?
22. Do you think your caseload is the appropriate size? Yes No If not, why not?
23. Do you think others who are similarly situated to you have an appropriate case size? Yes No
24. How would you like to see caseload allocation structured and why?
25. Do you feel like your supervisor is responding appropriately to the unique caseload requirements of your unit?
 Yes No
26. Have you asked for support from your supervisor? Yes No
27. How did your supervisor support you or not support you?
28. Is there any additional support or training you need? Yes No
29. With the present political climate, how secure do you feel in your present position?
30. Do you have concerns about the transparency of the Board/Management in regards to funding sources/ revenues and expenditures? Yes No
31. If yes, what would you like the Board/Management to do to improve transparency?
32. How would you like the Board/Management to communicate to you about the budget and funding? How often?
33. How do you commute to work?
34. If you bus, what is the cost of your monthly bus pass?
35. If you drive, what parking expenses do you incur per month?
36. If you drive and were offered a free or subsidized bus pass, would you commute by bus? Yes No
37. What approach do you favor to show management we are serious about our concerns? (asking for a hiring freeze, not taking any more cases, information picketing during contract bargaining, your own suggestion, none)