



Utility Workers of America, AFL-CIO
 Locals 132, 483, 522
 UNITED - Our Union, Our Families, Your Fight!



<p><u>President Javier A. Salas</u> <u>LOCAL 132</u> Email: uwua@uwua132.org U.S. Mail: 525 Cabrillo Park Drive, Suite 200, Santa Ana, CA 92701</p>	<p><u>President Robin Downs</u> <u>LOCAL 483</u> Email: rdowns483@yahoo.com U.S. Mail: 23890 Copper Hills Dr., Suite 371, Valencia, CA 91355</p>	<p><u>President Kito Singleton</u> <u>LOCAL 522</u> Email: KSingleton@ local 522.org U.S. Mail: P.O. Box 4696 Culver City, CA 90231</p>
---	--	---

Brothers & Sisters

In preparation for Negotiations our activists and officers circulated surveys at union meetings throughout our service territory. We created a summary of some of the results below. We also attached the entire survey results to this document:

- **81%** Believe that annual wage increase through negotiations is the best way to secure an economic future
- **68 %** consider wages as the “Number One” concern in Negotiations
- **66%** Believe that they have reasonable choices available when selecting a care provider that meets health care needs at a reasonable cost
- **68%** agreed that increased health care cost have had a significant effect on their overall financial well being
- **77%** Believe our various infrastructures “Needs Work” (Examples; Reg. Stations, Gas Mains, Services, Gas Storage, Fleet Facilities, MSA’s, A.L. Risers, Transmissions lines, Mapping & Drafting Systems and Cathodic Protection)
- **62%** Believe that “Day to Day” operations are impacted by staff reductions
- **78%** Say that system demands & the needs of our customers have increased and we are doing more with less staff.
- **64%** Believe that current staffing levels are not adequate to respond to public safety issues in the case of major gas leaks, large fires, earthquakes, or other disasters.
- **73%** of those surveyed were mentored by a co-worker when they began their careers at the Gas Company & **74%** believe such mentoring was “Helpful to Very Helpful”.



Economics: Wages, Health Care, Retirement



- **68%** of members surveyed thought that Wages was the number 1 concern.
 - **32 %** of members surveyed were concerned about Health Care Costs.
 - **35%** were concerned about their pension and retirement savings.
-

- **65%** Agree that they have reasonable choices available to select a ***health care provider at a reasonable cost.***
- **30%** Disagree and Strongly Disagree that they have reasonable choices available to select a ***health care provider at a reasonable cost.***
- **52%** believe that their Health Care choices are at a reasonable cost
- **43%** Disagree & Strongly Disagree that their Health choices are at a reasonable cost.

Regarding Collective Bargaining and member compensation, workers were asked what is the best way to secure an economic future

- **81 %** of those surveyed believe that annual wage increases are the best way
 - **2%** preferred Annual lump sum payments
 - **11%** preferred Profit sharing
-

68% Agree that Increased health care costs have had significant effect on their financial well-being

27% Disagree & Strongly Disagree that Increased health care costs have had a significant effect on their financial well-being.



Job Security: Staffing levels and Outside Contracting



Regarding the question involving physical infrastructure that our members maintain at the Gas Company (Examples; Reg Stations, Gas Mains & Services, Gas Storage, Fleet Facilities, MSA's, A.L. Risers, Transmission Lines, Mapping & Drafting Systems, Cathodic Protection)

- a. 6% Believe that our infrastructure is "Up to date" and well maintained
- b. 41% Believe that our infrastructure "Needs some work", but generally well maintained
- c. 36% Believe our infrastructure "Needs work"
- d. 9% Believe our infrastructure is "Falling apart"

In summation, if you combine survey responses "b" & "c", 77% believe our infrastructure needs work

Regarding staff reductions at the company and its impact on day-to-day operations

- a. 6% Say "No impact at all "
- b. 27% Say "Some, but it's manageable"
- c. 40 % believe they are "Impacted daily"
- d. 22% Say they are Severely negatively affected

In summation, if you combine survey responses "c" & "d", 62% of those surveyed believe they are impacted by staff reductions

Members were asked to characterize our ability to provide quality customer service in areas such as "turn-ons"

- a. 12% say its "Improving"
- b. 29% say it's "Getting Worse"
- c. 34% believe "Staying the same"
- d. 15% it's "Getting significantly worse"

Members were asked if current staffing levels are adequate to respond to public safety issues in the case of major gas leaks, large fires, earthquakes, or other disasters?

27% Say "Yes"

64% Say "No"



Training, education, and a well-developed workforce



Members were asked if they were “mentored” by a co-worker about their job assignment and/or company policies when they began their career at the Gas Company.

73% - “Yes”

24% - “NO”

If Yes, members were asked to characterize the impact of such “mentoring”

62% - “Very helpful”

12% - “Somewhat helpful”

4% - “Not very helpful”

3% - “Not helpful”

When asked if system demands or needs of customers have increased over the past 5-10 years – in other words, are utility workers being asked to do more with less.

78% - “Yes”

3% - “No”

14% - “About the Same”

When asked if your supervisor responds to your input regarding how to best perform your job or how to improve service, members said;

46% - Often/ Yes

27% - Never/ Rarely

23% - No Response

When asked if they felt they were adequately equipped with tools/material/training/support to perform at their peak, members said;

Yes – 54%

No – 40%