



2024 Bargaining Survey for IAM Railroad Members under (or subject to) the National Freight Agreement

Please use the following instructions when answering this survey:

- Please follow instructions for each question carefully and answer the survey questions by marking the appropriate circle with a pen, pencil or marker.
- Please do not mark on the boxes contained in the corners of the survey. These boxes are strictly for software use only.
- You may write additional [text] comments in the comment box provided.
- **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.**
- **ALL RESPONSES ARE STRICTLY CONFIDENTIAL.**

ALL COMPLETED SURVEYS MUST BE RETURNED TO YOUR UNION
REPRESENTATIVE BY THE END OF YOUR SHIFT ON FRIDAY

PLEASE TAKE A FEW MINUTES AND COMPLETE THIS SURVEY TODAY.



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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. Please select your Employer:

- The Belt Railway Company of Chicago
- Consolidated Rail Corporation
- Canadian National Railway
- The Kansas City Southern Railway Company
- Gateway Western Railway
- MidSouth Rail Corporation
- Illinois Central
- Norfolk Southern Railway Company
- Central of Georgia Railroad Company
- Georgia Southern and Florida Railway Co.
- Tennessee, Alabama and Georgia Railway Co.
- Northeast Illinois Regional Commuter Railroad Corp
- Port Terminal Railroad Association
- South Carolina Public Railways
- Union Pacific Railroad Company
- BNSF Railway Company
- CSX Transportation, Inc.
- Indiana Harbor Belt Railroad Company
- Kansas City Southern Railway
- Louisiana and Arkansas Railway
- SouthRail Corporation
- New Orleans Public Belt Railroad
- The Alabama Great Southern Railroad Co.
- The Cincinnati, New Orleans, Texas Pac Railway Co.
- Interstate Railroad Company
- Tennessee Railway Company
- Oakland Terminal Railway
- Soo Line Railroad Co. d/b/a Canadian Pacific
- Terminal Railroad Assoc. of St. Louis





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2. What shift do you work? (Select only one)

- First Shift Second Shift Third Shift

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

- Locomotive Machinist Roadway Traveling Mechanic Roadway Shop Mechanic
 Facility Maintenance Wheel Shop Machinist

We want to know your priorities for negotiations in 2024. While we will try to make improvements in every area, it is important to 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
4. General wage increases	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Improve skill differentials	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. Add Cost-of-Living Adjustment.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. Add lump sum payments.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. Add 401(k) savings plan	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9. Improve medical coverage	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10. Improve dental coverage.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11. Improve vision coverage.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12. Improve accident and sickness coverage	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
13. Improve life insurance coverage	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
14. Medical costs containment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
15. Increase paid holidays	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
16. More vacation time	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
17. Improve sick leave benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
18. Increase in paid bereavement, jury, and military time off	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
19. Improve seniority language (i.e. layoff, recall rights, transfers, promotions, & shift preference)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
20. Improve job security.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
21. Limitations on outsourcing.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
22. Additional personal days	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>





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Our bargaining power for the next contract will depend on the active involvement and unity of all members working at your location. In which of the following actions or activities are you willing to participate in order to help support our contract objectives?

Response Definition: Y=Yes N=No

- | | Y | N |
|--|-----------------------|-----------------------|
| 23. Attend special meetings about the contract at the union hall..... | <input type="radio"/> | <input type="radio"/> |
| 24. Phone bank members about contract issues..... | <input type="radio"/> | <input type="radio"/> |
| 25. Pass out leaflets..... | <input type="radio"/> | <input type="radio"/> |
| 26. Attend a parking lot meeting with co-workers before or after work..... | <input type="radio"/> | <input type="radio"/> |
| 27. Ask co-workers to attend a contract campaign event..... | <input type="radio"/> | <input type="radio"/> |
| 28. 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 |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 29. The IAM Journal..... | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 30. District Lodge or Local Lodge newspaper..... | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 31. Union bulletins on shop boards..... | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 32. The IAM web page (http://www.goiam.org)..... | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 33. District Lodge or Local Lodge web page..... | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 34. District Lodge 19 Facebook page..... | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |





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35. Please select your preferred communication method(s) for obtaining information from the Union.
(Please select all that apply.)

- | | |
|--|---|
| <input type="radio"/> Facebook/Meta | <input type="radio"/> Twitter/X |
| <input type="radio"/> YouTube | <input type="radio"/> Mail |
| <input type="radio"/> Telephone | <input type="radio"/> Email |
| <input type="radio"/> Union Bulletins on Shop Boards | <input type="radio"/> Local Lodge Webpage |
| <input type="radio"/> District Lodge Webpage | <input type="radio"/> IAM "Goiam" Webpage |
| <input type="radio"/> Face-to-face discussions with Union Reps | <input type="radio"/> Union Meetings |
| <input type="radio"/> Flyers/Handouts | <input type="radio"/> Texting |
| <input type="radio"/> Other* | |

*Other preferred communication method(s):

The following questions are for background information only.

36. Gender

- Male Female

37. 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

38. Years of service at this location

- 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

39. Estimate the total number of additional years you anticipate working at this location

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

Response Definition: Y=Yes N=No

- | | Y | N |
|--|-----------------------|-----------------------|
| 40. Do you own company stock, either directly or through the Savings Plan? | <input type="radio"/> | <input type="radio"/> |
| 41. Are you a U.S. Military Veteran? | <input type="radio"/> | <input type="radio"/> |
| 42. Are you the primary wage earner in your household? | <input type="radio"/> | <input type="radio"/> |
| 43. Have you attended local union meetings? | <input type="radio"/> | <input type="radio"/> |
| 44. Do you think this survey was a good idea? | <input type="radio"/> | <input type="radio"/> |





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45. 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.)*





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The following information is optional. The information collected will be treated as confidential and will only be used to provide you with union and/or bargaining information.

Your name

Your mailing address

Your Home Phone Number

Your Cell Phone Number

Your Email Address

