**BMWED-IBT 2009 Contract Survey**

- Use a No. 2 pencil or a blue or black ink pen only.
- Do not use pens with ink that soaks through the paper.
- Make solid marks that fill the response completely.
- Make no stray marks on this form.

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<tr>
<th>Railroad</th>
<th>UP</th>
<th>CSX</th>
<th>KCS</th>
<th>AMTRAK</th>
<th>Other/Short Line</th>
<th>State</th>
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1. Looking at your current job situation, how would you rate the following?

   - **Excellent**
   - **Good**
   - **Fair**
   - **Poor**

   a. Your pay for the work you do
   b. Your health coverage
   c. Level of job security
   d. Hours you work
   e. Safe working conditions
   f. Work assignment
   g. Lodging provided while away from home
   h. Health insurance benefits
   i. Meal Money
   j. Travel allowances

2. What are your top economic priorities for the upcoming negotiations? (rank 1-5)

   a. Bonus based on years of service
   b. Cost of living allowance (COLA)
   c. General wage increases
   d. Increased meal, lodging and travel expenses
   e. Reducing employee cost-sharing for health insurance

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3. What are your top benefits priorities for the upcoming negotiations? (rank 1-5)

   a. Additional paid holidays or personal leave days
   b. Additional paid vacation
   c. Increased ability to take a single-day vacation
   d. Health Care Benefit Improvements (other than cost-sharing issues or copayments)
   e. Improved 401-K Plan
   f. Paid sick leave

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4. What are your top job security priorities for the upcoming negotiations? (rank 1-2)
   a. Reduction in the amount of contracting of MW work 
      One   Two
   b. Improve coverage of Feb 7th to ensure that all season employees with
      10 or more years receive protection
      One   Two

5. Wage increases generally occur one of two ways. The first type of raise is a percentage increase where every
   position's rate of pay is increased by the same percentage - say 3%. The other type of raise is a uniform cents per
   hour increase to all positions. In other words, a foreman and trackman would both receive an increase of 65 cents
   per hour. A uniform cents per hour raise means that the percentage increase obtained by each position will be
   different because, for example, a 65 cent per hour raise to a Foreman position would be a smaller increase that the
   same raise to a Trackman position. Do you prefer wage increases to be percentage increases rather than cents per hour increases?
   ○ Yes   ○ No   ○ Don't care

6. Profit sharing bonuses pay lump sums to employees when the railroad meets or exceeds benchmarks established by
   the top management. Usually such profit sharing arrangements have a maximum lump sum that is a percentage of
   the employee's earnings in the previous year if all benchmarks are met. If the all benchmarks aren't met, the lump
   sum is reduced and can be reduced to zero.
   ○ a. Would you prefer a profit sharing plan in addition to either percentage wage increases or uniform cents
       per hour increases?
   ○ b. Would you prefer a profit sharing plan instead of either percentage wage increases or uniform cents per
       hour increases?
   ○ Yes   ○ No   ○ Don't care

7. Should employees who stay on headquartered positions receive a bonus payment for staying on that job for a
   certain length of time?
   ○ Yes   ○ No   ○ Don't care

8. Which statement best reflects your opinion about overtime hours of duty in the industry? (Choose only one)
   ○ a. I don't mind the extra hours due to the increased compensation.
   ○ b. Overtime hours of duty are causing fatigue and impacting safe operations.
   ○ c. Overtime hours of duty are just part of the job, like heat and cold.
   ○ d. Overtime hours of duty should result in guaranteed rest time off.

9. Please rank the importance of addressing the following health & Welfare issues. (rank 1-3)
   a. Increased dental benefits
      One   Two   Three
   b. Lower drug co-payments
      One   Two
   c. Lower co-payments for specialists
      One   Two

10. Please rank the importance of addressing the following working conditions. (rank 1-9)
    1  2  3  4  5  6  7  8  9
    a. Protection against trains on adjacent tracks
       One   Two   Three
    b. Shorter work weeks (no compulsory rest day for work)
       One   Two   Three
    c. Shorter work days (no mandatory overtime)
       One   Two   Three

   S E A N T E O V  DE Work RefC202002A 1/15/321
d. Establish premium pay for night shift work

e. Increase section gang manpower levels

f. Smaller territories covered by mobile gangs

g. Increase manpower in mobile gangs

h. Reduction of subcontracting

i. Premium pay for Saturday or Sunday regular assignments

11. What is your opinion of general safety conditions in the rail industry?
   - Excellent
   - Good
   - Fair
   - Poor

12. Over the past 5 years, how would you rate safety conditions on your railroad?
   - Improved
   - Stayed the same
   - Worsened
   - Not sure

13. Should maintenance of way employees be subject to hours of service regulations that limit the number of hours that can be worked in any 24 hour period?
   - Yes
   - No
   - Don't know

14. Many work issues affect your quality of life. Of the following issues, which are most important for us to address for at the bargaining table? (rank 1 - 4)
   - Work/Rest Cycle
   - Improve away from home lodging
   - A safer work place
   - Job Security

15. The biggest two problems I face on the job are: (Fill in only two)
   - Excessive hours of duty
   - Production stressed over safety
   - Unsafe working conditions
   - Problems with supervisors
   - Unpredictable work schedule
   - Poor lodging facilities

16. Away from home expenses for employees in mobile gangs should reimburse the employee for actual expenses incurred for meals and lodging which means if you don't have a meal and a lodging expense you would receive anything.
   - Agree
   - Disagree

17. Single occupancy lodging for employees working from home (either mobile or headquarter) should be a bargaining priority equal to wage increase.
   - Agree
   - Disagree

18. Away from home expenses should be provided to employees with fixed headquarters if the employees must live away from home to hold the headquarter jobs.
   - Agree
   - Disagree

19. If employees working away from home could fly home each weekend and still receive a travel allowance, I would take advantage of the ability to fly rather than drive.
   - Agree
   - Disagree
   - Don't care
20. I have held an assignment in a mobile gang sometime during the past three years.
   ○ Yes  ○ No

21. Overall, how satisfied are you with your current situation?
   ○ Very Satisfied  ○ Satisfied  ○ Not Satisfied  ○ Completely Unsatisfied

22. I feel a sense of pride being a part of the BMWED/Teamsters Union.
   ○ Agree  ○ Disagree

23. It is the duty of every union member to know what they are entitled to under their labor contract.
   ○ Agree  ○ Disagree

24. I am willing to put forth a great deal of effort to make the BMWED/Teamsters successful.
   ○ Agree  ○ Disagree

25. The labor movement has always relied on the strength of its workers, organized to fight for what they believe in. If, during our negotiations, we find that the employers are not moving forward on important issues, we want to know if you are willing to take any of the following actions:

   For the issues you care about, would you be willing to:
   Yes  No
   a. attend special local union meetings and rallies
   ○  ○
   b. Call your congressman
   ○  ○
   c. Ask co-workers to sign petitions supporting your bargaining demands
   ○  ○
   d. Be interviewed for the radio or TV
   ○  ○
   e. Pass out leaflets
   ○  ○
   f. Wear campaign buttons and stickers
   ○  ○

The following information will be used for statistical purposes only.

26. Average number of hours worked per half-month / bi-weekly pay period.
   ○ < 80  ○ 80-120  ○ 161-200  ○ >200

27. Your average annual income over the past two years:
   ○ <$20,000  ○ $20,001-$40,000  ○ $40,001-$60,000  ○ $60,001-$80,000  ○ >$80,001

28. The railroad you work for:
   ○ Amtrak  ○ BNSF  ○ CN  ○ CP
   ○ CSX  ○ KCS  ○ NS  ○ UP

29. Years of Service as a BMWED member:
   Less than 5 years
   ○ At least 5 years but less than 10 years
   ○ At least 10 years but less than 15
   ○ At least 15 years but less than 20
   ○ At least 20 years but less than 25
   ○ 25 years or more