



UPE PLACER SUPERIOR COURT MEMBERS

2025 BARGAINING SURVEY

Your UPE Negotiating Team is asking for your input on upcoming contract negotiations. **Please complete this survey and submit it by email back to Jolissa Lamb (Lamb@upe1.org) by July 11, 2025.** This survey will also be available on our homepage at www.upe1.org.

Your input is very **IMPORTANT**. Your Team will derive their contract proposals from your responses. What issues are most important to you? What are you willing to fight for? Your response will be anonymous but aggregated responses may be shared with management during negotiations to help justify some proposals.

1. Salaries

- a. How important is a Cost-of-Living adjustment (COLA)?
 - i. (Rate) 1 2 3 4 5 [1 = not as important → 5 = very important]
- b. How satisfied are you with your current wages?
 - i. (Rate) 1 2 3 4 5 [1 = not satisfied → 5 = very satisfied]

2. Benefits

- a. The cost of my healthcare is _____?
 - i. (Rate) 1 2 3 4 5 [1 = very unaffordable → 5 = very affordable]

3. Personal Leave

- a. Do you believe your vacation accruals are adequate?
 - i. (circle one) YES NO
- b. Do you believe your sick leave accruals are adequate?
 - i. (circle one) YES NO
- c. Are you able to take leave when you need it?
 - i. (circle one) YES NO

4. Career Development/Working Conditions

- a. Are there adequate promotional/advancement opportunities for your classification?
 - i. (circle one) YES NO
- b. Are there adequate transfer opportunities for your job classification?
 - i. (circle one) YES NO

UPE PLACER SUPERIOR COURT MEMBERS

2025 BARGAINING SURVEY

- c. Is there adequate training provided for you to perform your job as assigned?
- i. (circle one) YES NO

5. Additional Questions

- a. How would you rate your supervisor's treatment of employees?

- ☐ Unacceptable
☐ Poor
☐ Fair
☐ Good

- b. How would you rate the administration's treatment of employees?

- ☐ Unacceptable
☐ Poor
☐ Fair
☐ Good

- c. Please rank the following in terms of importance to you from 1 to 3.
(1 = most important, 3 = least important)

- i. Wages _____
ii. Retirement _____
iii. Healthcare _____

6. What actions are you personally prepared to take to ensure a fair and equitable contract?
(Check all that apply)

- ☐ Attend union meetings at lunch.
☐ Attend union meetings after hours.
☐ Distribute bargaining information to coworkers.
☐ Participate in pickets during breaks and lunches.
☐ Strike.

7. Additional Comments

- a. Please use this space to elaborate on any of your answers above or to provide any additional comments you want your Bargaining Team to know.

JOB CLASSIFICATION: _____ DIVISION: _____

YEARS OF COURT SERVICE: _____