

POST GUILD UNIT

FORUM...



The Washington-Baltimore Newspaper Guild, Local 32035, TNG-CWA

July 21, 2008

Bargaining Survey for Guild Contract

In September, the Guild Bargaining Committee will begin negotiating with Post management for improvements in our contract. We need your input to help us put together contract proposals that address your needs. What follows is a survey asking you a range of questions. You will also be invited to suggest other topics or problems that need to be addressed. Please take a few minutes needed to complete this survey. The more information we have the, the better our contract proposals can be. While we are not asking for your name, it will be helpful to know your department and the number of years you have worked at the Post. You may also complete this survey on our website: wbng.org. Please return your survey to someone on the contact list. Our goal is to get as many surveys as possible by Friday, August 1st. Thank You.

1) **I work in...** (please circle one)

- a) News/Editorial
- b) Advertising Service
- c) Advertising Sales
- d) Advertising Operations
- e) Circulation
- f) Marketing
- g) Accounting
- h) Other

2) **I have worked at the Post:**

- a) Less than 2 years
- b) 2-4 years
- c) 5-9 years
- d) 10-19 years
- e) 20 or more years

3) **Age** (Please pick one):

- a) Less than 30
- b) 30-40
- c) 41-50
- d) 51-55
- e) Over 55

4) **Should the Guild seek to include washingtonpost.com employees in our contract?**

- a) Yes
- b) No

5) **Please pick three wage items most important to you:**

- a) Increase the minimum salary scale
- b) Across-the-board Guild salary increases
- c) Lump-sum payments
- d) Upgrade my classification
- e) Improve the shift differential
- f) Incentives and Commissions
- g) Overtime pay
- h) Comment/Other (please specify, use separate sheet if necessary)

6) **Pick the three most important benefit changes to seek:**

- a) Continue to receive the same health benefits as managers
- b) Improve health benefits
- c) Improve the pension
- d) Improve the 401(k) plan
- e) Improve tuition reimbursement
- f) Improve sick leave
- g) Improve vacation
- h) Improve SmarTrip
- i) Comment/Other (please specify, use separate sheet if necessary)

7) **Please circle other issues that concern you:**

- a) Protecting seniority
- b) Training and job advancement
- c) Multimedia work
- d) Outsourcing
- e) Safe work environment
- f) Work schedules
- g) Declining staff and resources
- h) Evaluations
- i) Comment/Other (please specify, use separate sheet if necessary)

8) **Which Health Plan are you enrolled in?**

- a) Aetna Health Fund
- b) Aetna HMO
- c) Kaiser HMO

9) **How do you feel about your health coverage?**

- a) Very Satisfied, b) Somewhat Satisfied
- c) Neutral, d) Somewhat Dissatisfied
- e) Very Dissatisfied

10) **Why did you rate your health coverage that way? Comment/Other** (please specify, use separate sheet if necessary)

11) **Are temporary employees doing Guild-covered work in your work area?**

- a) Yes
- b) No

12) **If you could change or include one thing in the contract what would it be?** (please specify, use separate sheet if necessary)

13) **Please let us know of other issues you are concerned about.** (please specify, use separate sheet if necessary)

WE NEED YOU!! To reach the best possible contract, we need members to spread our message, pass out bulletins, give us feedback, sign up new members, and build our solidarity actions.

Yes, I'll join the Contract Action Team (CAT). To volunteer please provide your

Name _____

Dept _____

Work Phone _____

Cell or Home Phone _____

Home e-mail _____

or call Joe Kahraman at 202-785-3650 x 16 or email at jkahraman@wbng.org

Contact List

For information, contact any of the Guild Officers, Stewards, Bargaining Team Members, CAT's (Contract Action Team members) or representatives:

Darlene Meyer, Advt Directories
 Robert Pierre, News
 Stephen Richardson, Ad Ops
 Craig Hall, Circ, College Pk
 Eddy Palanzo, News
 Jessica Wilson, Ad Ops

JoAnn Goslin, News
 Ann Marie Ditchey, Advt Jobs
 Amy Quinto, Ad Ops Night
 Teicha Harris, Advt, Jobs
 Heather Harris-Roemer, Mktg,
 Liz Crain, Ad Ops, Night,

Chris Schoppa, Bookworld
 Jerry Martineau, Photography
 David Robie, Circulation
 Kay Coyte, News, LATWP,
 Nathaniel Vaughn Kelso, News Art
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