

**Determining Our Workplace Priorities at Piedmont –**

**Contract Bargaining Survey for Piedmont Agents**

Soon we will be bargaining our first contract at Piedmont. Your responses will determine the bargaining priorities for our bargaining team when they enter contract negotiations with Piedmont management for our first ever union contract.

Your participation in this contract bargaining survey will help us prepare a bargaining strategy for the negotiations. We need to know the issues and working conditions that are most important to you.

NAME \_\_\_\_\_ AIRPORT/STATION \_\_\_\_\_

ADDRESS \_\_\_\_\_

E-MAIL \_\_\_\_\_ CELL PHONE \_\_\_\_\_

\_\_\_\_\_ I VOLUNTEER TO SERVE AS A UNION STEWARD OR CONTACT PERSON AT MY STATION

**Wage & Hour System for Setting Pay**

| <i>Rank each issue according to its importance to you.</i>                     | VERY IMPORTANT | SOMEWHAT IMPORTANT | NEUTRAL | NOT IMPORTANT |
|--|----------------|--------------------|---------|---------------|
| Across-the-board percentage increases in our base pay                          |                |                    |         |               |
| Hourly pay scale with "pay-step" increases based on our years of service       |                |                    |         |               |
| Overtime pay for involuntary work done in excess of our regular work week      |                |                    |         |               |
| Merit or performance pay system  |                |                    |         |               |
| Premium pay (overtime) for shift work  |                |                    |         |               |
| Input into determining the factors management uses to evaluate our performance |                |                    |         |               |
| <i>Other comments:</i>   |                |                    |         |               |

**Swaps, Shifts, Scheduling & Bidding**

| <i>Rank each issue according to its importance to you.</i>   | VERY IMPORTANT | SOMEWHAT IMPORTANT | NEUTRAL | NOT IMPORTANT |
|--|----------------|--------------------|---------|---------------|
| Keep our swaps as they are now   |                |                    |         |               |
| Opportunity to do same day shift trades.   |                |                    |         |               |
| Less control by management and more flexibility in using swaps   |                |                    |         |               |
| Bidding for vacation, schedules, shift work, job postings, should be awarded based on years of experience (seniority) not favoritism or arbitrary decisions. |                |                    |         |               |
| Overtime should be voluntary, not mandatory  |                |                    |         |               |
| <i>Other comments:</i>   |                |                    |         |               |

## Job Security, Staffing, Mergers & Furloughs

| <i>Rank each issue according to its importance to you.</i>                             | VERY<br>IMPORTANT | SOMEWHAT<br>IMPORTANT | NEUTRAL | NOT<br>IMPORTANT |
|--|-------------------|-----------------------|---------|------------------|
| Advance notice before any layoffs  |                   |                       |         |                  |
| Layoffs are done according to seniority  |                   |                       |         |                  |
| Laid off workers have recall rights based on seniority                                 |                   |                       |         |                  |
| No loss of travel benefits for entire length of recall/furlough                        |                   |                       |         |                  |
| Transfer rights to closest stations during force readjustments                         |                   |                       |         |                  |
| Advance notice of merger talks between Piedmont (US Airways Group) and another airline |                   |                       |         |                  |
| Severance pay/benefits for workers losing job due to merger, sale, or downsizing       |                   |                       |         |                  |
| Level of staffing  |                   |                       |         |                  |
| <i>Other comments:</i>   |                   |                       |         |                  |

## Safety & Health

| <i>Rank each issue according to its importance to you.</i>   | VERY<br>IMPORTANT | SOMEWHAT<br>IMPORTANT | NEUTRAL | NOT IMPORTANT |
|--|-------------------|-----------------------|---------|---------------|
| Ramp and gate agents are provided the necessary training to safely perform our jobs  |                   |                       |         |               |
| De-icing and other critical safety tasks should be performed by fully-trained agents   |                   |                       |         |               |
| Filling aircraft with potable water and dumping lavs are separate operations and should not be performed at the same time, and never by a single agent |                   |                       |         |               |
| Agents should have proper safety attire for hazardous duties, and be provided hepatitis vaccination before handling lav dumps                          |                   |                       |         |               |
| Agents should not be required to marshall flights, or load and off-load luggage, alone   |                   |                       |         |               |
| Limits should be placed on the number of hours ramp or gate agents work without a break  |                   |                       |         |               |
| <i>Other comments:</i>   |                   |                       |         |               |

## Grievance System & Disciplinary Action

| <i>Rank each issue according to its importance to you:</i>  | VERY IMPORTANT | SOMEWHAT IMPORTANT | NEUTRAL | NOT IMPORTANT |
|---|----------------|--------------------|---------|---------------|
| A fair grievance procedure that provides us with due process rights and full representation at every stage of the process |                |                    |         |               |
| The right to grieve unfair, or arbitrary attendance policies  |                |                    |         |               |
| The right to appeal final management disciplinary actions to an outside, independent arbitrator                           |                |                    |         |               |
| The right to examine the contents of our personnel file   |                |                    |         |               |
| <i>Other comments:</i>  |                |                    |         |               |

## Health Benefits, Vacations, Retirement Security

| <i>Rank each issue according to its importance to you:</i>                         | VERY IMPORTANT | SOMEWHAT IMPORTANT | NEUTRAL | NOT IMPORTANT |
|--|----------------|--------------------|---------|---------------|
| No loss of health benefits due to maxing out on swaps                              |                |                    |         |               |
| Increase the number of days in our PTO plan  |                |                    |         |               |
| Return to a traditional time off system of vacation days, holidays, and sick days  |                |                    |         |               |
| Increase management's contribution into 401(k) plan                                |                |                    |         |               |
| Pro-rate family health care benefits for part-time agents                          |                |                    |         |               |
| Place caps on increases in health care premiums and out-of-pocket medical expenses |                |                    |         |               |
| Severance pay/benefits for workers losing job due to merger, sale, or downsizing   |                |                    |         |               |
| <i>Other comments:</i>   |                |                    |         |               |

*Other issues you think are important or your comments:*

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