



## **NFFE-IAM ORGANIZING SURVEY - 2014**

Please use the following instructions when answering this survey:

- Please answer the survey questions by marking the appropriate circle with a pen, pencil or marker.
- Please follow instructions for each question carefully.
- Please do not mark on the boxes contained in the corners of the survey. These boxes are strictly for software use only.
- **DO NOT ADD ADDITIONAL STAPLES ANYWHERE ON THIS SURVEY!**
- All responses are strictly confidential.

**ALL COMPLETED SURVEYS MUST BE RETURNED TO  
YOUR UNION STEWARD OR OFFICER BY MARCH 7, 2014**

**PLEASE TAKE A FEW MINUTES AND COMPLETE THIS SURVEY TODAY!**

## NFFE-IAM ORGANIZING SURVEY - 2014

Please take the time to complete this short survey. The input from the surveys will enable your Union to better understand and address membership and organizing priorities. Your participation is appreciated.

1. What is your Local Lodge #? Please keep your response within the perimeter of the box below.

2. How effective do you think NFFE-IAM is in representing your workplace interest?

- Not Effective     Slightly Effective     Effective     Very Effective     Extremely Effective

3. Do you believe there is a connection between an increase in Union density\* and the level of effectiveness a Union has? (\*Percent of dues paying members of bargaining unit employees)

- Yes     No     Unsure

4. The following list contains benefits available to only dues-paying NFFE-IAM members. Please select those with which you are familiar. Please select all that apply.

- UnionPlus (discounts on cell phones, credit cards, home heating oil, etc.)  
 Supplemental insurance (i.e., life and dental)  
 Training (at the William W. Winpisinger Education & Technology Center)  
 Leadership opportunities (at the Local and National level)  
 Voting in Union elections  
 Lobbying on Capitol Hill  
 Community involvement

5. What is the primary reason you joined the Union? Please keep your response within the perimeter of the box below.

6. How long were you an employee of the agency/bargaining unit before you joined the Union?

- Less than 1 year     1 - 5 years     6 - 10 years     11 - 15 years  
 16 - 20 years     20 + years

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**Please rank the following workplace issues in order of importance from 1 (most important) to 8. Although we recognize that each issue is important, please do not assign the same number to more than one item.**

Response Definition: 1=First 2=Second 3=Third 4=Fourth 5=Fifth 6=Sixth 7=Seventh 8=Eighth	1	2	3	4	5	6	7	8
7. Furloughs.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. Pay increase.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9. Retirement protection.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10. Cost of health insurance premium.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11. Work schedule flexibility.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12. Overtime distribution.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
13. Work load distribution.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
14. Contracting out of government work.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
15. Please indicate your preferred method of obtaining information from the Union. <i>Please select all that apply.</i>								
<input type="radio"/> Facebook	<input type="radio"/> Mail	<input type="radio"/> Email						
<input type="radio"/> NFFE-IAM website	<input type="radio"/> Union meetings	<input type="radio"/> Twitter						
<input type="radio"/> Telephone/Conference calls	<input type="radio"/> Union bulletins on shop boards	<input type="radio"/> Face-to-face						
<input type="radio"/> Flyers/Handouts	<input type="radio"/> Other (please specify): _____							

**The following questions are for background purposes only.**

16. What is your age?

18 - 29   
  30 - 35   
  36 - 40   
  41 - 45   
  46 - 50   
  51 - 55   
  56 - 60  
 61 - 65   
  Over 65

17. What is your gender?

Male   
  Female

18. How many years have you been a federal employee?

Less than 1 year   
  1 - 5 years   
  6 - 10 years   
  11 - 15 years  
 16 - 20 years   
  20 + years

19. Are you a Local Lodge Officer?

Yes   
  No

**If you responded "Yes" to Question 19, please proceed to Question 20 (on Page 3). If you responded "No" to Question 19, please proceed to Question 30 (on Page 4).**



**Questions 20 - 30 are for Local Lodge Officers only.**

20. On average, how often do you personally work on recruiting new members into the Union?

- Daily
- Bi-weekly
- Only during formal recruitment drives
- Other (please specify): \_\_\_\_\_
- Weekly
- Monthly
- None

21. When was your last formal recruiting effort? (i.e., Specific plan involving recruitment, for a specific amount of time, that was executed)

- Less than 6 months ago
- At least 1 year but less than 2 years ago
- 3 or more years ago
- At least 6 months but less than 1 year ago
- At least 2 years but less than 3 years ago

22. Please indicate the number of recruitment drives within the past twelve months.

- 0
- 1
- 2
- 3
- 4
- 5
- 6 or more

23. What promotional items do you find to be the most effective while recruiting?

- Pens
- Canvas bags
- T-Shirts
- Lanyards
- Koozies
- Hats
- Key chains
- Chap-stick
- Other (please specify): \_\_\_\_\_

**Response Definition: Y=Yes N=No**

- |   | Y                     | N                     |
|---|-----------------------|-----------------------|
| 24. Does your Local have an organizing committee?.....  | <input type="radio"/> | <input type="radio"/> |
| 25. Have you read NFFE National's Membership Building Strategic Plan?.....  | <input type="radio"/> | <input type="radio"/> |
| 26. To the best of your knowledge, has your Local ever used NFFE National Staff and/or Business Representatives during recruitment activities?..... | <input type="radio"/> | <input type="radio"/> |
| 27. Do you feel recruitment efforts have been more successful when using NFFE National Staff and/or Business Representatives? .....                 | <input type="radio"/> | <input type="radio"/> |
| 28. Do you know about the \$100 incentive program?.....   | <input type="radio"/> | <input type="radio"/> |
| 29. In your opinion, has the \$100 incentive program been effective at building membership at your Local?..   | <input type="radio"/> | <input type="radio"/> |

30. How is the \$100 incentive utilized at your Local? Please keep your response within the perimeter of the box below.

31. What is your Local's density? (i.e., Percent of dues paying members of bargaining unit employees)

- Less than 10%
- At least 10% but less than 20%
- At least 20% but less than 30%
- At least 30% but less than 40%
- At least 40% but less than 50%
- 50% or more
- I do not know

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32. Please provide any additional comments and/or suggestions that you think would be helpful in increasing NFFE's membership. *Please keep your response within the perimeter of the box below.*

**Thank you for your participation!**