

Total Responses: 104

Job Grouping

Please select your job grouping:

Job Grouping	Count
Administration - Business	11
Broadcasting	3
Computing Applications Development	10
Computing Client Support	3
Computing Infrastructure	3
Documentation	1
Financial Management	1
Information Services	6
Library Administration	1
None Provided	53
Program/Project	1
Purchasing	2
Research Administration	5
Stand Alone / Other	4

Performance evaluations

1. How effective are your performance evaluations in accurately describing your duties?

0. No Response	1
1. Poor	2
2. Less than Satisfactory	27
3. Satisfactory	42
4. Highly Satisfactory	25
5. Excel	7
Average	3.05

2. How much knowledge does your supervisor have in regards to your job performance and/or duties?	<table> <tr><td>0. No Response</td><td>1</td></tr> <tr><td>1. Poor</td><td>4</td></tr> <tr><td>2. Less than Satisfactory</td><td>17</td></tr> <tr><td>3. Satisfactory</td><td>32</td></tr> <tr><td>4. Highly Satisfactory</td><td>31</td></tr> <tr><td>5. Excel</td><td>19</td></tr> <tr><td>Average</td><td>3.39</td></tr> </table>	0. No Response	1	1. Poor	4	2. Less than Satisfactory	17	3. Satisfactory	32	4. Highly Satisfactory	31	5. Excel	19	Average	3.39
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3. Do you feel that your performance evaluation accurately reflects your true effort on the job?	<table> <tr><td>0. No Response</td><td>1</td></tr> <tr><td>1. Poor</td><td>5</td></tr> <tr><td>2. Less than Satisfactory</td><td>27</td></tr> <tr><td>3. Satisfactory</td><td>27</td></tr> <tr><td>4. Highly Satisfactory</td><td>33</td></tr> <tr><td>5. Excel</td><td>11</td></tr> <tr><td>Average</td><td>3.05</td></tr> </table>	0. No Response	1	1. Poor	5	2. Less than Satisfactory	27	3. Satisfactory	27	4. Highly Satisfactory	33	5. Excel	11	Average	3.05
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4. Is this a tool that should be continued for the sole purpose of distributing wage increases?	Yes - 40 No - 61 No Response - 3														
5. How receptive would you be, to a strict "across the board" wage increase, not based on performance?	Not At All - 48 Somewhat In Favor - 39 In Favor - 14 No Response - 3														
6. Do you like the present method of distributing wage increases for those at or above job rate using the overall annual performance evaluation to distinguish between Outstanding, Excellent and Fully Satisfactory ratings?	Yes - 52 No - 48 No Response - 4														
Hours															
1. How strictly does your supervisor have you adhere to the 8:30 a.m. to 5:00 p.m. schedule?	Very Strict - 15 Not Strict - 88 No Response - 4														
2. Does your supervisor allow you to develop hours that work for you and the supervisor's work schedule?	Yes - 84 No - 18 No Response - 2														
3. Does your job demand you to be "on call"?	Yes - 34 No - 68 No Response - 2														

4. How is that time recorded?

Responses

Actuals & status reports are required by management

agreement between me and my boss.

by me mostly

Comp

comp time

Comp time for anything above 75 hours

Daily sign-in sheet

Dealt with on case-by-case basis. There is no standard scenario.

exception reports

Honor System

Honor system with regard to coming and going.

I fill out time sheets weekly

I record it on a timesheet.

I submit a weekly time sheet and I am monitored.

informally

It is not recorded because often times I am denied over time, so I have to do a lot of my work for my LAN at home via remote access. I am not compensated for this time but the job has to be completed.

It is not.

It's not unless I come in, then I time-shift to accomodate.

Its not

Manager maintains a list w/ my help

Most often on timesheet as overtime. Occasionally comp time is used and it is not recorded.

n/a

Not recorded

not that I'm aware of

OT

OT or Comp Bank

Over Time

Overtime

Signing in

Sometimes over time, Sometimes comp time																			
time and a half pay per hour																			
Time Exception Reports																			
time sheets																			
timesheet																			
To date, I must request approval for deviation from work schedule in advance and am compensated with overtime.																			
very carefully																			
work it out as comp time/flex time/overtime depending on the circumstances																			
5. Would you like to have general election (the 1st Tuesday after the 1st Monday in November of even number years) day off?	Yes - 69 No - 32 No Response - 3																		
6. Would you use a vacation and/or personal day for that?	Yes - 22 No - 78 No Response - 4																		
Working conditions																			
1. Do you have, or have you been diagnosed, with repetitive strain disorder?	Yes - 13 No - 89 No Response - 2																		
2. Do you feel your ergonomic needs are being met?	Yes - 71 No - 30 No Response - 3																		
3. If not, what specifically would you like to see changed?																			
<table><tr><th>Responses</th></tr><tr><td>a chair and desk conducive to sitting and working on a computer all day</td></tr><tr><td>Access to Chiropractic care for neck, back, shoulder pain</td></tr><tr><td>Air and Space</td></tr><tr><td>Better chair, desk, keyboard</td></tr><tr><td>Better Dental insurance. More knowledge of the contract and ability to grieve the hire of outside personelle when internal hires are actually more qualified but have higher salary.</td></tr><tr><td>Better Furniture</td></tr><tr><td>better lighting</td></tr><tr><td>better lighting, more workstation space</td></tr><tr><td>Better office chair, keyboard shelf on desk.</td></tr><tr><td>chairs, computer mouse & mouse pad</td></tr><tr><td>Desk setup and chair</td></tr><tr><td>Desk where computer sits. Too high.</td></tr><tr><td>enforce minimum space, privacy for higher paygrades</td></tr><tr><td>Ergonomic computer equipment</td></tr><tr><td>foot rest</td></tr><tr><td>get rid of the mice and roaches</td></tr><tr><td>less hassle when dr. advises certain changes at work. Example - headset for phone, chair and computer mouse.</td></tr></table>		Responses	a chair and desk conducive to sitting and working on a computer all day	Access to Chiropractic care for neck, back, shoulder pain	Air and Space	Better chair, desk, keyboard	Better Dental insurance. More knowledge of the contract and ability to grieve the hire of outside personelle when internal hires are actually more qualified but have higher salary.	Better Furniture	better lighting	better lighting, more workstation space	Better office chair, keyboard shelf on desk.	chairs, computer mouse & mouse pad	Desk setup and chair	Desk where computer sits. Too high.	enforce minimum space, privacy for higher paygrades	Ergonomic computer equipment	foot rest	get rid of the mice and roaches	less hassle when dr. advises certain changes at work. Example - headset for phone, chair and computer mouse.
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Lighting and seating
Lighting, desks, chairs
More support for daily tasks involving heavy weight and repetitive motion.
Nothing
Office furniture.
Periodic audits of all workers environments by ergonomic experts. Funds from the university to cover ergonomic improvements so they can be made in a timely manner, rather than waiting years for them to be budgeted.
Periodic ergonomic assessments of work areas
Physical desktops, lighting
Ventilation, lighting, consistent temperature control
Well, we're supposed to move to a new building. Nonetheless, I would like frequent and regular tests of air quality, lighting, and office ergonomics. We should be able to find affordable equipment to meet our needs.

4. How physically safe do you feel at your job?	Safe - 87 Not Safe - 17 No Response - 4
5. Is job safety a main concern for you?	Yes - 47 No - 56 No Response - 1
6. In the winter, is the campus adequately cleared of snow and ice before you are required to report for work?	Yes - 71 No - 32 No Response - 1
Benefits	
1. Would you be interested in child care in or around the main campus area?	Yes - 46 No - 56 No Response - 2
2. Would you be interested in a group eyewear policy to purchase glasses and/or contacts at pre-negotiated rates?	Yes - 93 No - 9 No Response - 2
3. Do you require corrective vision?	Yes - 83 No - 19 No Response - 2

4. Number of dependents that require corrective vision	No Response	18
	0	31
	1	37
	2	11
	3	5
	4	2
	6	1
	Average	1.1

Union Membership

1. How do you feel about being a union member?

Responses
As long as the union is working for the members, I feel great about being a member.
comfortable with it
Glad to have a union to represent me.
Good
Good. Unions are good.
haven't been a recipient of any benefits or negative impacts thus far so I it could go either way.
I am glad about being a union member.
I cannot survive here without the Union.
I don't feel I get my money's worth. The union does not represent my poit of view.
I dpon't think this union gives me anything I wouldn't get without the union
I feel being in this union has a lot of benefits via job postings, holiday party's, and interaction with extremely hard working members. Where our union fails us is; salary in a flawed step system, contract language through the interpretation of that lan
I feel good because there is strength in Numbers!
I generally like it. I would like to see our dues used better than for a holiday party.
I hadn't given it much thought, until I had a serious problem concerning a raise.
When I asked the union about it, I was told that there was nothing that could be done, and that was disappointing...
I have conservative views, pro and cons to union representation
I like being a member
I like being a member and feel proud about my affiliation with the union.
I like it although I do feel unions can be bothersome to individuals in similiar classifications as myself that really do not do or give the exact same ouput as I do....
I like it, and feel that it secures my job.
I like it. Both my father and grandfather were UAW members.

I like the feeling that I have job security
I love belonging to my union but I want to feel that my union dues are being put to good use, in that some of the things we need to do our jobs are fought for and provided
I love it
I prefer it to working "at the pleasure of."
I think it has done a lot of good for me.
I think it's a great thing. We need it for job security, benefits and etc.
I think the union helps and at the same time holds me back from getting increases
I'm honored to be a member of P&A and feel the need to be more involved in its decision making process.
In once sense it is a "necessary evil" to encourage WSU to provide their workers with decent wages and benefits.
In another sense it is a very nice club that provides you with the opportunity to meet your fellow workers.
Indifferent
it has it's advantages
It has pros and cons. Collective bargaining is great, but the union seems to go to bat for the dead weight, and then does nothing when hard working members are laid off unjustly.
It has some good points, but it protects the deadbeat worker way too much.
It is a honor
It's ok
Job security
neutral
no opinion
not good
not sure of the benefits of union membership
Not sure that it is a benefit.
Not sure. This is the first time in my work career that I have been part of a union. In some respects I feel it hinders my ability to be promoted. The salary is too low for the required skills, education and responsibilities compared to other universit
Not thrilled, but preferable to being non-union at this institution
nothing ventured nothing gained
ok
OK - particularly regarding job security in light of the worsening budget situation in higher education
okay
okay, i guess. the one time i needed help, the rep. was less than helpful.
pretty good
Protected

protected, empowered
Representation when needed is not equivalent to amount of dues paid by membership. Union support isn't adequate to dues collected.
robbed
safe!
Somewhat protected
somewhat restricted..wage wise
Somewhat satisfied but I was disappointed in the job D p[revious contract changes
somewhat secure
strongly in favor
That my job is somewhat secure.
The union could do a WHOLE lot more. They aren't helping me move upwardly into new position on campus. I have an incredible resume and all Outstanding review but IT manager like to hire "students assistants" who recently graduate as opposed to internal
The union gives positive & supportive representation for members.
The union is built for people who don't do their job...a person who does their job and does it correctly, doesn't need a union. Unions use to be a good thing now they jus tprotect less than satisfactory workers.
There is strength in numbers. I appreciate the union's being there for all of us!
undecided
with regards to negotiated increases-they are to small
Would prefer not being in a collective bargaining unit
Would probably prefer not to be required to be in one

2. Do you believe that it's undignified for someone employed in an academic institution to be a member of a "labor" union?

Yes - 8
No - 89
No Response - 7

3. What changes should be made in the concepts of unionism to better attract professional and administrative employees?

Responses
A more professional appearance of union officials.
better benefits and less union dues
bonus incentives
Combine some of the smaller unions to make larger bargening units
Concepts of individuals in regards to unionism are seldom changed. A person either has a preconceived notion that a union is either good for business or bad for business. So if you are looking for true professionals raise your standards. The majority o
Create Opportunities for salary and career opportunities for good employess, spending less resources on protecting the bad ones.
explain that the union is for general job, pay and benefit standardization -- not a political statement
fight for better benefits

Good question. I don't have a good answer, however, except to publicize the names of some of the high-ranking members to show that they too are members.
Higher wages!
I am proud of the union I belong too. Who cares about it being a labor union our country was built with LABOR!
I find belonging to the United Autoworkers' union strange given my job and responsibilities and the fact that none of us are autoworkers.
In particular our union should be split into 2 unions one for technical people and one for non technical people.
Information of how much a union can help on all levels of the work force...
Involve more union members on a rotating basis to work with Class & Comp in classification of P & A. Provide more leadership training.
Less "us vs. them" attitude
Less nationwide political activism
Make upper management understand that we ARE interested in providing high-quality work. We need feedback, mentoring and professional development -- like all other employees. (Unfortunately, I believe we are "stuck" with the resentment of those working "a
Mandatory training updates for professionals supplied by the University.
Merit Increases based production not your evaluation
more focus on issues important to such employees, such as child care, flexible work hours, job sharing, etc.
More incentives to get them involved.
n/a
Particularly since the Enron disaster, P&A employees need to be reassured that someone other than management is securing their benefits and retirement investment.
Pay and Respect.
Stop trying to compare professional technical people with administrative people. They are not equal in knowledge or pay scales. There is a huge difference in the talent that should be recognized in the pay scales to better attract good technical people.
Stress gains made to employees
strike!
stronger representation. And more incentives by giving back to members.
Support your union member. The Staff union is far more supportive of its members. In many cases, managers are REQUIRED to interview staff and disqualify them legitimately. In P&A disqualification is just a matter of a manager not wanting to hire you. I
The union needs to be more aggressive about making sure that compensation is commensurate with similar jobs in the corporate world.
there is a negatively administered time clock mentality & rigidity used by some managers in controlling their professional people which I wish could be changed
To have supervisors be held responsible when they make offers that conflict with union rules. A supervisor, especially an Associate Director, should check all union rules to make sure that what she offers to her employees is possible within the rule
union dues should be decreased to half
unknown

unsure
unsure what would help
We are supported!
We collect too much in union dues and then spend it on silly gifts for the Christmas party. This does not seem professional to me.
What are the concepts of "unionism"?
When a dept. promotes or reclass an individual, the union should have an active part in reviewing the justifications for this action; it may assist with personnel being able to advance in the University (i.e., learn while earning; some skills are learned
would prefer a trend toward re-training and outplacement services rather than forcing employers to maintain outdated or excess jobs to their own detriment. If an employer fails, all jobs are lost, so it's best to face economic reality with appropriate be
WSU unions are incapable of change...the question is irrelevant

Union Leadership

1. Does the union leadership discuss problems at work with the membership?	Yes - 39 No - 46 No Response - 19
2. Should members be consulted before decisions are made?	Yes - 93 No - 3 No Response - 8
3. Are general membership meetings called at a time convenient for you?	Yes - 39 No - 46 No Response - 19
4. Would you like to see professional services made available to the membership through the union?	Yes - 65 No - 29 No Response - 10
5. Do the officers make themselves readily available to the needs of the membership?	Yes - 80 No - 10 No Response - 14

Other

1. Number of years you have been at the university?	Average: 10.47
2. Number of years you have belonged in P&A?	Average: 7.48
3. Do you anticipate retiring from the university?	Yes - 74 No - 25 No Response - 5
4. Number of projected years until retirement from the university?	Average: 17.77
5. How many hours per work day do you spend in front of your computer?	Average: 6.46/day
6. Do you use or get a chance to use all of your vacation?	Yes - 67 No - 34 No Response - 3

Priorities (rank 1 lowest, 5 highest)

Wages:	(not available)
Promotion/Career Advancement:	(not available)
Health Benefits:	(not available)
Benefits (not including Health):	(not available)

Other (please specify):

Responses
#1 Good people in the right jobs, pleasant atmosph
Add't Personal Bus days and/or vac after 30 yrs
Availability to training, developing skills
Bonuses for additional work
Bonuses or Longevity
fair labor practices
Health benefits after retirement
health benefits for retirees
Health care for retirees
look at the hay class system and step system
More personal days, more vacation time
Retiree Benefits
Retirement plan, 30 years and out
Supervisor's Accountability
Training for new Task.
Training for new Task.

Additional concerns that you would like brought up at the contract negotiations

Comment
I would like to see the university start training worker for new task.
I would like to see the university start training worker for new task.
1. Load vacation time at beginning of year and require that it be taken or lost 2. Investigate another job classification system - Hay is outdated 3. Allow easily obtainable once a year
2 personal days for P & A should be increased
A person must be in their position before january 1 for a step increase, not July 31st like it currently is...
As a computing professional with a lengthy commute and family obligations, I am interested in telecommuting. The University is very resistant to this, even though it is unable to provide suitable work areas to all of its staff. This would be a quick and
Being penalized for using your sick bank.
Better tracking of comp time/vacation time.
Correct Payroll's calculation of Art 40/B.1.a.2.c "difference between his/her University and his/her military pay". Under current practice, member loses own & Univ matching contribution to retirement, resulting in lower total remuneration to employee.
During my 16 years at the University I've had to take a leave of absence twice for family problems. Neither of these leave of absences were (or would be now) covered by FMLA. So I lost pay and had to pay my own health-care insurance.
I've heard that at

elimination of 2-year term in a promotional position before step advancement is eligible. Cuts down on the compensation of the advancement when increase is capped at 5% unless you fall between steps. Then one is stuck in the position for 2 years before

Get rid of Hay go to market base salaries

I am a member of the IT staff at Wayne. There is no "tract" for advancement. Many IT mangers like to hire (as I said) students right out of Wayne and pay them first step rather than pay me at job rate. A union member should be considered before a non u

I did not answer the questions in the section on union leadership as I have not attended many meetings.

I have spoke to Roger Somerville about the University not giving steps annually to the P&A memebbers. I have been at the same step for 3years since I was brought in to my position at step 2, I do not qualify for a step increase until the 4th year, which I

I hope that one day retirees could get a reduction in their health benefits.

I would like to have longevity returned. I know that there is a concern about awarding poor work performace, but I think the supervisors and managers should be trained to bring

I think we should receive five any purpose days. Also, our special needs days should be the same as the nonrep positions. They get up to 15 consecutive hours per occurrence for the care of a member of the immediate family. But, there is no limit to the

I would appreciate it if we would have more any purpose days or at least a better defination of how we can use our special needs days. No one seems to have a firm grasp on what they are to be used for. Also, a health care package for when you retire - i

I would like the age qualification of 26, in order to benefit from university matched 403K contribution lowered. There are younger union members who could benefit from matching.

I would like us to negotiate for long-term disability insurance for fractional time employees who are 50% or more.

I am a fractional-time employee who was fulltime for 8 years prior to becoming fractional time. It has just come to my attention, that t

I'd like to know why P & A members in the Development Department were deunionized without notice. This may not be a contractual issue, but it's a serious problem, in my opinion.

If a supervisor offers an employee a raise, and later finds out that the raise offered is not possible due to union rules, that employee should be given the raise regardless, and the supervisor should have to answer to the union and her superiors for maki

Increase in negotitated rates

It is unfair to be hired at Step 2 and it take 4 years to make job rate. This only promotes excessive turnover rates because employees can make more money the more they move around the university. If you come into a job clasification with experience, it

It seems that the University has no intension to ever allow anyone into the

classification grade 16 Applications Technical Advisor. What is the point in having this. It's a false hope. Perhaps that level shoudl be non-rep then.

Let management know that it does not help worker moral when

they consistently get bigger raises than we do. We will be more willing to accept a 2-3% raise if they did too.

We need to focus on upgrading working conditions. I would like to work in a

Medical Insurance Coverage for retirees, full or partial coverage would make all the difference in the world to me.

My greatest concern is fair advancement procedures for everyone. Some people have remained in positions for years without advancing (i.e., applied for positions but been denied repeatedly to a less qualified (according to posting) candidate or a candidat

My greatest concern is fair advancement procedures for everyone. Some people have remained in positions for years without advancing (i.e., applied for positions but been denied repeatedly to a less qualified (according to posting) candidate or a candidat

Our health benefits should include covered eyewear, because we are required to use computers to do our jobs.

Supervisors do not know exactly what we do. They rely on what is written in the job description and the evaluation form. The performance evalua

Overall saftey of the campus, facilities adequacy-- lighting, plumbing, heating & cooling, cleaning maintenance,

Peer evaluations should be considered but not used for entire evaluations.
Percentage of Health Benefits provided at retirement.
<p>President's day off (since auto worker have it off).</p> <p>accrual of vacation hours should be increased to 7.5 hours</p> <p>health insurance should be before tax.</p> <p>there should be an across the board increase plus a performance evaluation %increase.</p> <p>distribute mem</p>
Professional development & training
Retiree Benefits a program that is not cost prohibitive
some of the questions I left blank as I have not had an opportunity to avail myself to the meetings as of yet.
Something more needs to be done for those individuals below job rate and who are not eligible for step increases..Performance evaluations didn't count at all. I don't think this was fair. Why bother with the evaluation. For example, I received an Outstand
Taking your health benefit with you upon your retirement with NO COST TO THE RETIREE.
Technical Training
The performance evaluation should not be relied upon solely for wage increases. I think other things should be taken into consideration. For instance, number of years at the University, attendance and employee's efforts to create a positive working envi
The step system should be most important thing to be reviewed. Second the hay class system. Third benefits that not everyone can receive: child care, optical, and job safety. The union should always work on what benefits the most members and be cautio
The whole comp time issue is still unclear. If it could be simplified in some way.
Work with the colleges to ensure that we are allowed flexible working hours. This would prevent a lot of the stress, anger, and burn out that techsupport people experience. we can't always do maintenance to our systems, during the hours our users are lo
Would like the option of being a non dues paying member, like AAUP offers
Your commitment to not use member dues for political purposes and a commitment to not to allow the UAW to solicit my vote for a particular political candidate. The UAW views are not always in line with my personal choices and I am not comfortable with th



Thank you for taking the time necessary to make these negotiations productive for everyone. We appreciate your input.

Sincerely,

Roger Somerville, President
 Don Foshey, Vice President
 Terri Larrew, Bargaining Member
 Ravi Gullapali, Bargaining Member

[webmaster](#)