



TEAMSTERS LOCAL 769

# BARGAINING SURVEY

Sysco Transportation Workers

## THE PROCESS OF BARGAINING

Once you are successful in forming your union with the Teamsters, the process of bargaining your union contract will begin. Your union bargaining team will be chosen by vote from among the different transportation classifications in West Palm Beach. The Teamsters currently have approximately 60 existing union contracts with Sysco facilities. Your team will be trained and accompanied by Teamster professionals to bargain over wages, benefits and working conditions.

**When bargaining begins, you will start from the existing level of wages and benefits and fight for higher standards. You will NOT lose what you have now unless it's agreed to by you and your coworkers in a final contract. So you will retain your current wages and benefits during negotiations – the company cannot make unilateral changes when we become Teamsters.**

The first step to winning a strong contract is to survey the opinions of you and your coworkers about what you want improved through your new contract. This will help identify areas of concern and make sure that what is most important to you and your family is brought to the bargaining table.

**— SURVEYS ARE CONFIDENTIAL AND WILL NOT BE SHOWN TO MANAGEMENT —**

## PRIORITIES

1. What is important to you when it comes to issues at work? Please indicate the level of importance of the issues listed below:

		Very Important	Somewhat Important	Not Important	
Affordable Health Care . . . . .	.5	4	3	2	1
Pension & Retirement Security . . . . .	.5	4	3	2	1
Higher Pay . . . . .	.5	4	3	2	1
Fair & Equal Treatment . . . . .	.5	4	3	2	1
Overtime Compensation . . . . .	.5	4	3	2	1
DOT Violations . . . . .	.5	4	3	2	1
Safe Working Conditions . . . . .	.5	4	3	2	1
Job Security . . . . .	.5	4	3	2	1
Workload . . . . .	.5	4	3	2	1
Vacation & Sick Leave . . . . .	.5	4	3	2	1
Bidding on Routes . . . . .	.5	4	3	2	1
Holidays . . . . .	.5	4	3	2	1



## TEAMSTERS LOCAL 769 BARGAINING SURVEY

Very  
Important

Somewhat  
Important

Not  
Important

### 1a. Priorities for Shuttle and Backhaul Drivers Only:

Night Shift Premium .....	5	4	3	2	1
Drop & Hook Pay .....	5	4	3	2	1
Multiple Trailer Premium .....	5	4	3	2	1
Dock Bump Pay .....	5	4	3	2	1

### For Shuttle Yard Drivers:

Are there any other issues you want addressed that are not on this survey for your specific job/duties?

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Explain how important a separate seniority list is for each shuttle yard:

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## WORKING CONDITIONS

### 2. Are you concerned about the encroachment of Temp Workers on your job?

☐ Yes. Please explain:

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☐ No

☐ Unsure

### 3. Does Sysco treat you and your coworkers with dignity and respect?

☐ Yes

☐ No. Please explain:

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### 4. Have you ever worked under conditions that you feel endangers your health and safety?

☐ Yes. Please explain:

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☐ No

**If yes, did the company fix the problem to protect you and your coworkers in the future?**

☐ Yes. Please explain:

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☐ No. Please explain:

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☐ Unsure



## TEAMSTERS LOCAL 769 BARGAINING SURVEY

5. Do you feel that your workload is reasonable?

☐ Yes

☐ No. Please explain:

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☐ Unsure

6. What, if anything, has changed or worsened at your facility in recent years that you would like to win back or improve in a union contract?

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### BENEFITS

7. Teamster contracts state the terms for health insurance. The union and Sysco have agreed in some Teamster contracts that the company will pay the total cost of health care premiums. How much do you pay for health insurance on a weekly or monthly basis? \$ \_\_\_\_\_

8. Is it important to you that your out-of-pocket insurance costs mirror other Teamster contracts?

☐ Yes. Please explain:

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☐ No

9. Is the reestablishment of your pension plan something that is important to you?

☐ Yes. Please explain:

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☐ No

### CONFIDENTIAL CONTACT INFORMATION

Name \_\_\_\_\_

Phone \_\_\_\_\_

Shift Hours \_\_\_\_\_

Job Type \_\_\_\_\_

☐ I want to play a role in making our union strong.

### WAGES

10. Is having someone other than Sysco audit DIP pay in STOP classification, so you know you're getting paid what you deserve, an important issue to you?

☐ Yes

☐ No. Please explain:

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11. The Teamsters have formed committees to help enforce correct DIP pay. Would you like a committee formed at your facility?

☐ Yes

☐ No

12. Do you feel like you are paid what you deserve?

☐ Yes

☐ No. Please explain:

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### OTHER

12. Would you be interested in being on your union bargaining team for your first contract?

☐ Yes

☐ No

13. Is there anything else you think would be important for your union bargaining team to know in preparation for negotiating a first contract with Sysco at your facility?

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