L.A. Times Guild bargaining survey

Dear colleague:

The Los Angeles Times Guild is getting ready to get to work on the newsroom's first contract — and that means we need you.

This survey focuses on several issues that we identified as important in conversations around the newsroom, but we'd like to hear more from you before we begin negotiations. This is about your work needs, benefits needs, salary needs and more.

Please complete the survey by Monday, March 26. And please be as thorough and as thoughtful as you can. The more information we have from you, the stronger our contract proposal will be.

Delegates and bargaining committee members will also conduct in-person and group meetings to discuss your bargaining priorities and the next steps in the process.

If you have question or concerns, please contact hello@latguild.com.

Tell us about yourself
This section is to help create a more detailed picture of our newsroom.

1. Name (optional):

2. Email address (optional):

3. Race/ethnicity:
   *Mark only one oval.*
   - Hispanic or Latino
   - White (not Hispanic or Latino)
   - Black/African American
   - Asian
   - Native Hawaiian/Pacific Islander
   - Native American/Alaska Native
   - Other:

4. Gender:
   *Mark only one oval.*
   - Female
   - Male
   - Other:
5. **Age:**

*Mark only one oval.*

- [ ] Younger than 30
- [ ] 30-40
- [ ] 41-50
- [ ] 51-60
- [ ] Older than 60

6. **How long have you worked at The Times?**

*Mark only one oval.*

- [ ] Less than 2 years
- [ ] 2-4 years
- [ ] 5-9 years
- [ ] 10-20 years
- [ ] More than 20 years

7. **Before joining The Times, how long had you worked in journalism?**

*Mark only one oval.*

- [ ] Less than 2 years
- [ ] 2-4 years
- [ ] 5-9 years
- [ ] 10-20 years
- [ ] More than 20 years
8. **What section do you work in?**

*Check all that apply.*

- [ ] Business
- [ ] Calendar
- [ ] Copy desk
- [ ] Data
- [ ] Editorial library
- [ ] Features (Books, Food, Travel & Fashion)
- [ ] Foreign
- [ ] Graphics
- [ ] Hub/webpage
- [ ] Metro
- [ ] National
- [ ] News operations
- [ ] Page design
- [ ] Photo/video
- [ ] Social media
- [ ] Sports
- [ ] Times Community News
- [ ] Other:

9. **What best describes your position at The Times?**

*Mark only one oval.*

- [ ] Reporter/writer
- [ ] Photographer/videographer
- [ ] Editor
- [ ] Designer
- [ ] Web producer/digital or social media editor
- [ ] Metpro
- [ ] Other:

10. **Where are you based?**

*Mark only one oval.*

- [ ] Los Angeles
- [ ] Fountain Valley
- [ ] Sacramento
- [ ] Washington
- [ ] Other:
11. Are you an hourly or salaried employee?

Mark only one oval.

- Salaried (not entitled to overtime, receives flexible time off)
- Hourly (entitled to overtime and accrued time off)
- I don’t know

12. Do you have children?

Mark only one oval.

- Yes
- No

13. How do you get to work?

Mark only one oval.

- I drive
- I take public transit
- Other: ____________________________

14. How long is your commute?

Mark only one oval.

- Less than 20 minutes
- 20 to 60 minutes
- 61 to 90 minutes
- Longer than 90 minutes

Job security

15. How secure do you feel in your job?

Mark only one oval.

- Secure
- Somewhat secure
- Somewhat insecure
- Insecure

16. How long do you plan to stay at The Times?

Mark only one oval.

- Just a year or two
- Depends on what other opportunities come along
- For the foreseeable future
- I hope to retire from The Times
17. How important is establishing protections against layoffs?
Mark only one oval.

- Not important
- Somewhat important
- Important
- Very important

18. In the event of job cuts, rank the following benefits and protections against each other in order of personal importance (1 being the most important, 7 the least, with no repeating rankings):
Mark only one oval per row.

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19. Please add any comments about job security:

________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________

Wages and retirement benefits

20. Based on what you know about the job market, how do you feel your salary compares with others who perform similar jobs to yours at other news outlets?
Mark only one oval.

- I make more
- I make about the same
- I make less
- I don't know
21. Do you feel you are affected by a wage gap in this newsroom?
   Mark only one oval.
   ☐ Yes
   ☐ No
   ☐ I don't know

22. How important is it to have a starting minimum salary by position?
   Mark only one oval.
   ☐ Not important
   ☐ Somewhat important
   ☐ Important
   ☐ Very important

23. How important is it to have a clearly defined pay schedule/progression based on years of service with The Times?
   Mark only one oval.
   ☐ Not important
   ☐ Somewhat important
   ☐ Important
   ☐ Very important

24. How important are cost-of-living increases to you?
   Mark only one oval.
   ☐ Not important
   ☐ Somewhat important
   ☐ Important
   ☐ Very important

25. How important is an increase in the employer’s 401(k) match?
   Mark only one oval.
   ☐ Not important
   ☐ Somewhat important
   ☐ Important
   ☐ Very important

26. Please add any comments you have about your pay:

   _______________________________________________________
   _______________________________________________________
   _______________________________________________________
   _______________________________________________________
Healthcare benefits

27. Which healthcare plan covers you?
   Mark only one oval.
   - Kaiser Premier/Premium/Basic HSA
   - Kaiser Traditional/Signature HMO
   - Blue Cross Blue Shield Signature PPO
   - Blue Cross Blue Shield Premier/Premium/Basic HSA
   - None (i.e. I am covered by my spouse’s health plan)
   - I don't know

28. What do you think of your plan at The Times?
   Mark only one oval.
   - Not satisfied
   - Satisfied
   - Very satisfied

29. Tronc has said it is considering eliminating the Signature PPO plan. How important is preserving that plan (or a comparable one under Soon-Shiong’s ownership)?
   Mark only one oval.
   - Not important
   - Somewhat important
   - Important
   - Very important

30. Please add any comments you have about your medical, dental or vision benefits:

   __________________________________________
   __________________________________________
   __________________________________________
   __________________________________________

Paid time off

31. For you personally, how fair is the flexible time off policy?
   Mark only one oval.
   - It is fair
   - It is unfair
   - I don't know
32. On the whole, how fair is the flexible time off policy?

Mark only one oval.

☐ It is fair
☐ It is unfair
☐ I don’t know

33. How important do you consider restoring the policy of accrued time off?

Mark only one oval.

☐ Not important
☐ Somewhat important
☐ Important
☐ Very important

34. How important is it for the company to provide paid parental leave and other types of leave?

Mark only one oval.

☐ Not important
☐ Somewhat important
☐ Important
☐ Very important

35. Please add any comments you have about paid time:

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________

Quality-of-life and other issues

36. How important is it for the company to provide career development opportunities? (Examples include financial support for training, subsidies to attend professional conferences or to learn a new skill or language)

Mark only one oval.

☐ Not important
☐ Somewhat important
☐ Important
☐ Very important
37. How important is it to stabilize the cost of parking?
Mark only one oval.

- Not important
- Somewhat important
- Important
- Very important

38. Do you feel like you're being treated fairly at work?
Mark only one oval.

- Yes
- No

39. If you answered no to the previous question, please elaborate.

_________________________________________________________________________
_________________________________________________________________________
_________________________________________________________________________

40. How approachable is your supervisor?
Mark only one oval.

- Very approachable
- Approachable
- Somewhat approachable
- Not approachable

41. What other benefits would you be interested in? (Check all that apply.)
Check all that apply.

- Student loan repayment help
- Company cars
- Increased mileage reimbursement
- Increased commuter/transit benefits
- Lower or tiered parking costs
- Childcare benefits
- Increased phone plan reimbursement
- Tuition help
- Comp time recognition
- Night/early shift pay differential
42. **Of the issues covered in this survey, please list your top three priorities:**

43. **Please add any comments about issues this survey didn't cover:**