

**DVD May 2024**

**Survey Questions-**

**1. Are you a member of the worker community?**

1. Yes
2. No

**2. In your view, how important are each of the following to being a good member of the employee community?**

1. Voting in union elections
2. Participating in community meetings
3. Keeping informed about company policies and changes
4. Displaying the community emblem
5. Participating in community events
6. Knowing the community pledge and rules
7. Supporting fellow worker's rights
8. Respecting the opinions of those who disagree with you
9. Believing in god
10. Protesting if you believe company actions are wrong

**Options-**

1. Very important
2. Somewhat important
3. Not so important
4. Not at all important

**3. How much do you agree or disagree with the following statements?**

1. Systemic racism is a problem in the company.
2. Issues in management are a bigger problem than disruptions during protests.
3. The community has become too complacent.
4. The company's internal media is more interested in maintaining an image than telling the truth.
5. Company leadership doesn't care about workers like me.
6. The way people interact needs to change with the times to be more sensitive to workers with different backgrounds.

**Options-**

1. Strongly agree

2. Somewhat agree
3. Somewhat disagree
4. Strongly disagree

**4. How much of an impact, if any, do each of the following have on your life?**

1. Company executives (e.g., CEO, board members)
2. Department heads
3. Immediate supervisors
4. Internal communications
5. Large stakeholders
6. Company policies and regulations

**Options-**

1. A significant impact
2. Somewhat of an impact
3. Just a slight impact
4. No impact at all

**5. As far as making progress on the important issues facing the community, does it really matter who wins the next union election, or will things be pretty much the same regardless of who is elected?**

1. Who wins the election really matters
2. Things will be pretty much the same

**6. In general, how many of the people in leadership today are like you?**

1. A lot
2. Some
3. Only a few
4. None

**7. Thinking about the structure and policies of the company, which would you say is more in line with your view?**

1. A lot of changes are needed
2. Changes are not really needed

**8. How much would you say you trust each of the following?**

1. The company leadership
2. The union representatives
3. The community council
4. The health and safety committee
5. Internal audit teams
6. The grievance committee
7. The internal communications team
8. The security team
9. The company's postal services

**Options-**

1. A lot
2. Some
3. Not much
4. Not at all

**9. Now, we're going to describe various types of company structures and ask what you think about each as a way of managing the community.**

1. Having a democratic process, where representatives are elected
2. Having experts, not elected representatives, make decisions according to what they think is best for the community
3. Having a strong leader who does not have to work with the union and elections
4. Having the security team rule

**Options-**

1. Very good way of managing the community
2. Fairly good way of managing the community
3. Fairly bad way of managing the community
4. Very bad way of managing the community

**10. Do any of the following currently apply to you?**

1. Receiving long-term disability
2. Have a chronic illness
3. Been unemployed for more than a year
4. Have been evicted from company-provided housing within the past year

**Options-**

1. Yes
2. No

**11. Since February of 2020, have any of the following things happened to you?**

1. Lost your job, either temporarily or permanently
2. Tested positive for COVID-19
3. Had a friend or family member test positive for COVID-19
4. Had a friend or family member die of COVID-19
5. Worried about how you would pay for your rent or mortgage, for groceries, or health care expenses
6. Quit your job to care for a child or family member

1. Yes
2. No

**12(14). Based on your perceptions and experiences of the company's leadership, which is the most accurate description of their attitude toward workers like you?**

1. The company wants workers like me to vote and work hard to earn our votes
2. The company wants workers like me to vote but does not work hard to earn our votes
3. The company does not care whether or not workers like me vote
4. The company does not want workers like me to vote but does not work hard to keep us from voting
5. The company does not want workers like me to vote and works hard to keep us from being able to vote

**13. Based on your perceptions and experiences of the union representatives, which is the most accurate description of their attitude toward workers like you?**

1. The union wants workers like me to vote and work hard to earn our votes
2. The union wants workers like me to vote but does not work hard to earn our votes
3. The union does not care whether or not workers like me vote
4. The union does not want workers like me to vote but does not work hard to keep us from voting

5. The union does not want workers like me to vote and works hard to keep us from being able to vote

**14. In general, how easy or difficult do you think it is to vote in union elections?**

1. Very easy
2. Somewhat easy
3. Somewhat difficult
4. Very difficult

**15. When thinking about a union election, how confident are you that each of these methods of voting are secure and safe from tampering?**

- 1. In-person voting machines
- 2. Paper ballots cast in person
- 3. Paper ballots submitted by mail
- 4. Electronic votes submitted online or by email

**Options-**

1. Very confident
2. Somewhat confident
3. Not very confident
4. Not at all confident

**16. Have you or any members of your household ever experienced the following issues when trying to attend a community event?**

1. Was told they did not have the correct identification
3. Missed the registration deadline
4. Was unable to physically access the event location
5. Could not obtain necessary assistance to participate
6. Had to participate provisionally
7. Couldn't get off work to attend when the event was open
8. Waited in line to participate for more than an hour
9. Was told name was not on the list even though they were registered
10. Did not receive absentee or mail-in confirmation in time

**Options-**

1. Yes
2. No

**17. Which of the following do you think would get more people to participate in local community activities? Please choose all that apply.**

1. More outreach to ordinary residents from organizers or officials
2. More information about the activities from unbiased sources
3. Making the event day a local holiday
4. Being automatically registered to participate
5. Automatically receiving a confirmation in the mail
6. Being able to participate in-person before the main event day
7. Being able to register and participate on the same day
8. Being able to participate by phone or online
9. Having more activities to choose from
10. Others

**18. Are you currently registered to participate in local community activities?**

1. Yes
2. No

**19. On a specified date, there will be a community event for various local activities. Do you plan to participate in the event? If you have already confirmed, please select 'yes.'**

1. Yes
2. No
3. Unsure/Undecided

**20. You previously indicated that you are not currently registered to participate in community activities. Which of the following reasons best describes why you are not currently registered?**

1. I don't have time to register or participate
2. I don't trust the system to serve my needs
3. I don't know how to register
4. I don't want to register
5. I am not eligible to participate [please specify why]
6. I don't think my participation matters
7. Other [specify]

**21. Have you ever participated in a local community activity in the past 12 months?**

1. Yes
2. No

**22. Regardless of your current voter registration status and plans to vote (including if you have already voted), what would be your preferred method of voting this year?**

1. Mail-in or absentee ballot
2. In-person before Election Day
3. In-person on Election Day
4. Other [please specify] [A]

**23. How closely are you following the upcoming union race?**

1. Very closely
2. Somewhat closely
3. Not very closely
4. Not closely at all

**24. Most eligible members don't vote in every union elections. In general, which of the following categories do you think best describes you?**

1. I always, or almost always, vote in union elections
2. I sometimes vote in union elections
3. I rarely vote in union elections
4. I don't vote

**25. Thinking back to some recent elections, as best you remember, did you vote in the following elections?**

1. The election for Congress in 2014
2. The presidential election in 2012
3. The election for Congress in 2011
4. The presidential election in 2010
5. The election for Congress in 2009
6. The presidential election in 2008

**26. Thinking back to the last few union elections that you voted in, which of the following were the most important reasons in your decision to vote? Please choose all that apply.**

1. Voting is an important duty
2. I was excited about one of the candidates and wanted to vote for him/her

3. I disliked one of the candidates and wanted to vote against him/her
4. I wanted to support the community candidate I identify with
5. There was a specific issue I cared about, and one of the candidates was better on that issue
6. I enjoy voting
7. Voting is easy
8. Other

**29. Thinking back to the last few union elections where you decided not to vote, which of the following were the most important reasons in your decision not to vote? Please choose all that apply.**

1. I didn't like any of the candidates
2. Because of department I belong to, my vote doesn't matter
3. No matter who wins, nothing will change for people like me
4. Our system is too broken to be fixed by voting
5. I wanted to vote, but I didn't have time, couldn't get off work, something came up, or I forgot
6. I'm not sure if I can vote
7. Nobody talks about the issues that are important to me personally
8. All the candidates are the same
9. I don't believe in voting
10. Other