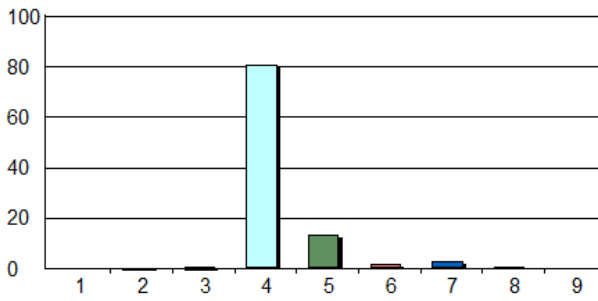


## 2015 GENERAL ELECTRIC BARGAINING SURVEY HIGHLIGHTS UNITED ELECTRICAL, RADIO AND MACHINE WORKERS OF AMERICA (UE)

**Creation Date:** 10/27/2014  
**Time Interval:** 10/17/2014 to 10/23/2014  
**Total Respondents:** 1,641

### LOCATION(S):

**1. Work Location:**



1. Anaheim	0	0%
2. Buffalo	1	0%
3. Cleveland	5	0%
4. Erie (506)	1316	81%
5. Erie (618)	219	13%
6. Fort Edward	28	2%
7. Grove City	49	3%
8. Hartford	11	1%
9. Rochester	0	0%
Total Responses:	1629	

**NOTE:** Response totals for Q. 1 (1629) differ from total respondents (1641) (as 12 respondents did not select a work location).

### Background Information:

The majority of Respondents are/were:

- Male (92%);
- 46 - 60 years of age (59%);
- Employees with at least one year but less than ten years of service (54%);
- First Shift employees (61%).

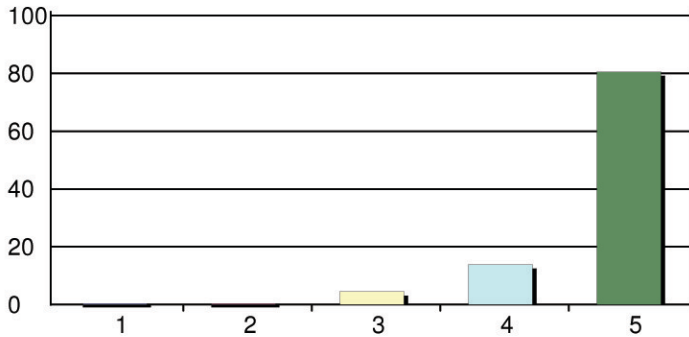
### Ratings/Rankings:

*For those survey questions that are based on five-point scales from 1 to 5, the Histogram Report shows a "mean" and a "standard deviation." The mean is the average number for the responses. The closer the average response (mean) is to 5, the higher the priority placed on that issue by the survey respondents. The standard deviation is the spread from the average for the responses. The lower the standard deviation, the more the responses are near the average. The higher the standard deviation, the more varied the responses.*

# HISTOGRAM REPORT FOR 2015 BARGAINING SURVEY FOR UNITED ELECTRICAL, RADIO AND MACHINE WORKERS OF AMERICA (UE) UNION MEMBERS WORKING AT GENERAL ELECTRIC (GE)

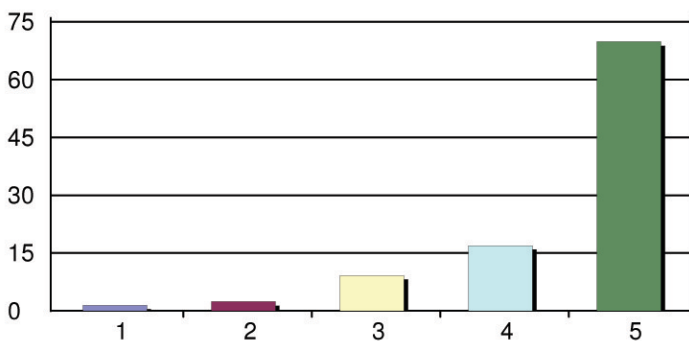
## BARGAINING PRIORITIES:

### 30. Reduce out-of-pocket costs



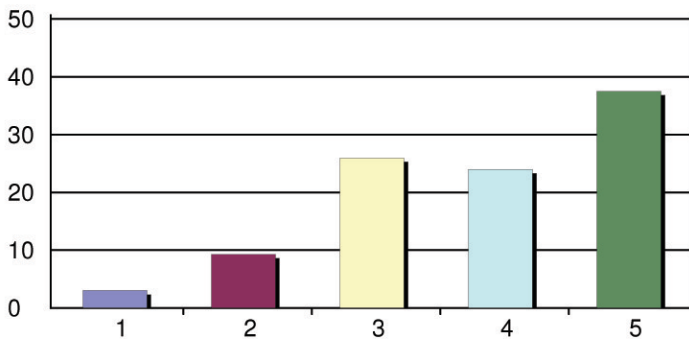
1. Not Important	8	0%
2. Slightly Important	7	0%
3. Important	74	5%
4. Very Important	227	14%
5. Essential	1314	81%
<b>Total Responses:</b>	<b>1630</b>	
<b>Mean:</b>	<b>4.74</b>	<b>Standard Deviation: 0.61</b>

### 31. Reduce employee paperwork for health benefits



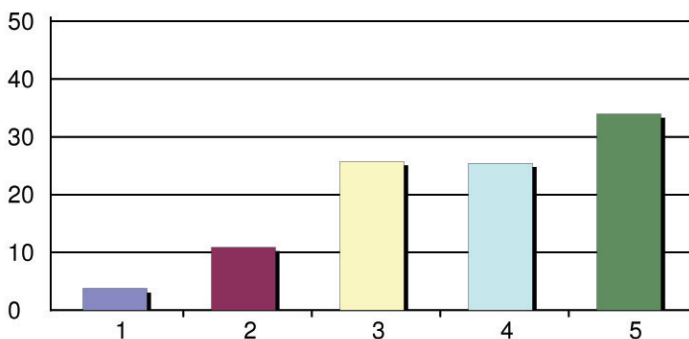
1. Not Important	24	1%
2. Slightly Important	40	2%
3. Important	149	9%
4. Very Important	276	17%
5. Essential	1134	70%
<b>Total Responses:</b>	<b>1623</b>	
<b>Mean:</b>	<b>4.51</b>	<b>Standard Deviation: 0.87</b>

### 32. Improve dental plan



1. Not Important	50	3%
2. Slightly Important	152	9%
3. Important	423	26%
4. Very Important	391	24%
5. Essential	611	38%
<b>Total Responses:</b>	<b>1627</b>	
<b>Mean:</b>	<b>3.84</b>	<b>Standard Deviation: 1.12</b>

### 33. Improve vision care coverage

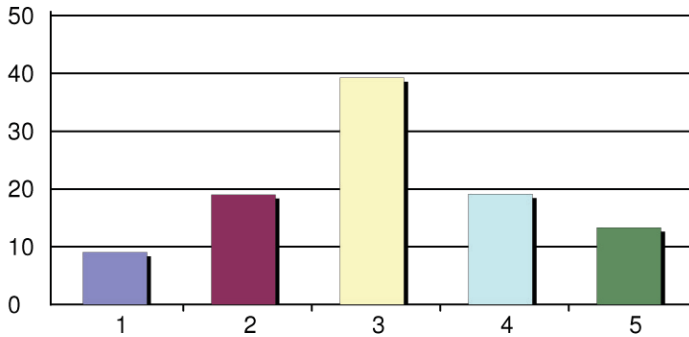


1. Not Important	61	4%
2. Slightly Important	177	11%
3. Important	417	26%
4. Very Important	412	25%
5. Essential	550	34%
<b>Total Responses:</b>	<b>1617</b>	
<b>Mean:</b>	<b>3.75</b>	<b>Standard Deviation: 1.15</b>

# HISTOGRAM REPORT FOR 2015 BARGAINING SURVEY FOR UNITED ELECTRICAL, RADIO AND MACHINE WORKERS OF AMERICA (UE) UNION MEMBERS WORKING AT GENERAL ELECTRIC (GE)

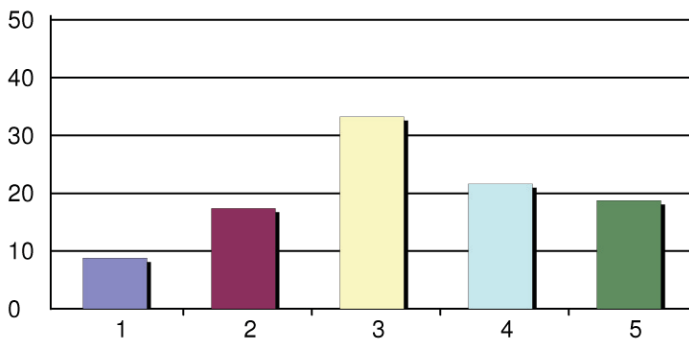
## BARGAINING PRIORITIES:

### 26. Improve preferential placement language



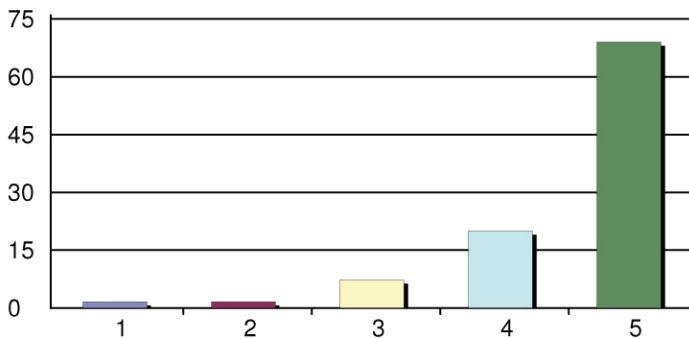
1. Not Important	145	9%
2. Slightly Important	304	19%
3. Important	626	39%
4. Very Important	305	19%
5. Essential	213	13%
<b>Total Responses:</b>	<b>1593</b>	
<b>Mean:</b> 3.09	<b>Standard Deviation:</b> 1.13	

### 27. Improve job posting and bidding procedures



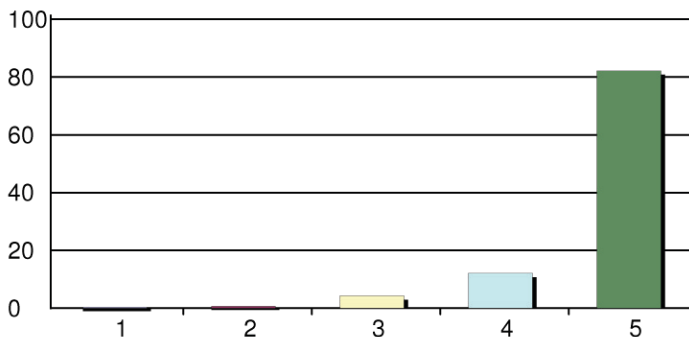
1. Not Important	143	9%
2. Slightly Important	282	17%
3. Important	539	33%
4. Very Important	351	22%
5. Essential	304	19%
<b>Total Responses:</b>	<b>1619</b>	
<b>Mean:</b> 3.24	<b>Standard Deviation:</b> 1.20	

### 28. Bring subcontracted work back (in lieu of layoffs)



1. Not Important	28	2%
2. Slightly Important	28	2%
3. Important	119	7%
4. Very Important	325	20%
5. Essential	1118	69%
<b>Total Responses:</b>	<b>1618</b>	
<b>Mean:</b> 4.53	<b>Standard Deviation:</b> 0.84	

### 29. Improve medical plan



1. Not Important	6	0%
2. Slightly Important	13	1%
3. Important	71	4%
4. Very Important	199	12%
5. Essential	1341	82%
<b>Total Responses:</b>	<b>1630</b>	
<b>Mean:</b> 4.75	<b>Standard Deviation:</b> 0.60	

## Rating Health Care Plans/Services:

For Questions 43 through 48 on the survey, the Respondents were asked to rate the following health care issues in order of satisfaction (ranked highest to lowest by the mean score):

	ISSUE	MEAN SCORE*
1.	Overall quality of the dental plan	2.98
2.	Overall quality of the vision plan	2.98
3.	Overall quality of medical care and services	2.18
4.	Co-pays for doctor visits	1.84
5.	Co-pays for prescription drugs	1.84
6.	Out-of-pocket monthly premium for health care	1.57

\* Scores are based on a scale from *Very Dissatisfied* (1) to *Very Satisfied* (5).

The majority of Respondents (94%) would change health plans if they had the opportunity. *Yearly deductible* (83%), *monthly premiums* (60%) and *co-pays* (58%) are the highest rated [top 3] reasons why.

## Strike Issues:

The highest rated<sup>+</sup> strike issues are listed as follows:

	ISSUE	%
1.	Medical costs containment	79%
2.	Job security†	76%

<sup>+</sup>Ranked by % > 50.

†54% of the Respondents indicated they feel their job is *somewhat secure*.

## SERO:

The Respondents indicated, in their opinion:

- The Windows Features of SERO are important to them (55%);
- The Window Features of SERO are a benefit to the bargaining unit work (50%);
- The Window Features of SERO have created jobs in their location (43%);
- Jobs in their area have not been lost due to the Window Features of SERO (44%).  
Note: 43% were unsure.

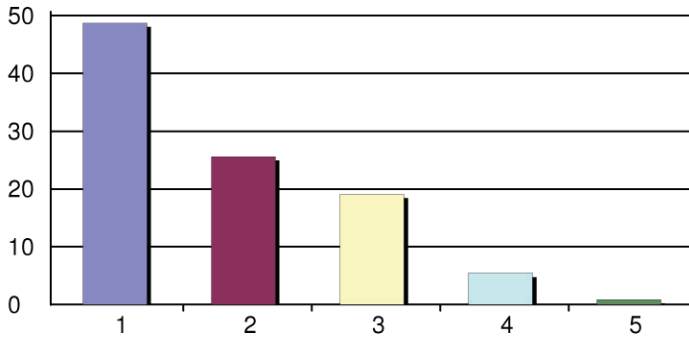
## Retiree Health Care:

The Respondents were split (48% [yes]/47% [no]) on their awareness that GE plans to eliminate retiree health care for salaried employees who do not retire by January 2015.

# HISTOGRAM REPORT FOR 2015 BARGAINING SURVEY FOR UNITED ELECTRICAL, RADIO AND MACHINE WORKERS OF AMERICA (UE) UNION MEMBERS WORKING AT GENERAL ELECTRIC (GE)

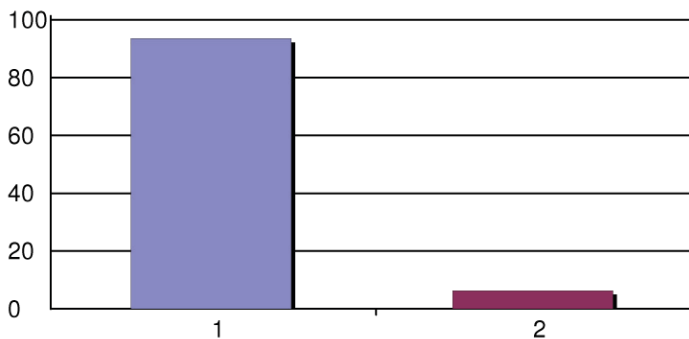
## RATING HEALTH CARE PLANS/SERVICES:

48. Co-pays for prescription drugs



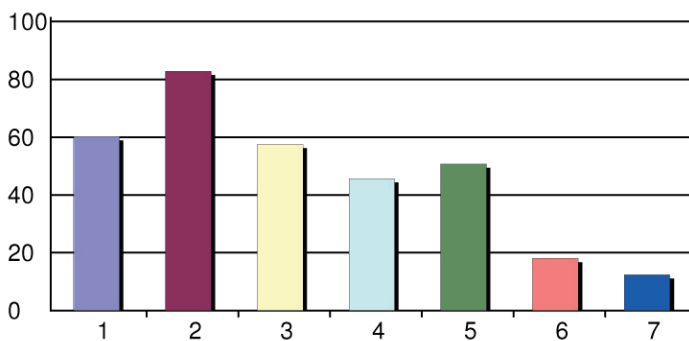
1. Very Dissatisfied	781	49%
2. Dissatisfied	411	26%
3. Neutral	306	19%
4. Satisfied	88	5%
5. Very Satisfied	15	1%
Total Responses:	1601	
Mean: 1.84	Standard Deviation: 0.98	

49. Would you change your current health care plan if you had the opportunity?



1. Yes	1495	94%
2. No	102	6%
Total Responses:	1597	

50. If you answered "Yes" to the previous question, why would you change plans if you had the opportunity?  
*Please select all that apply.*



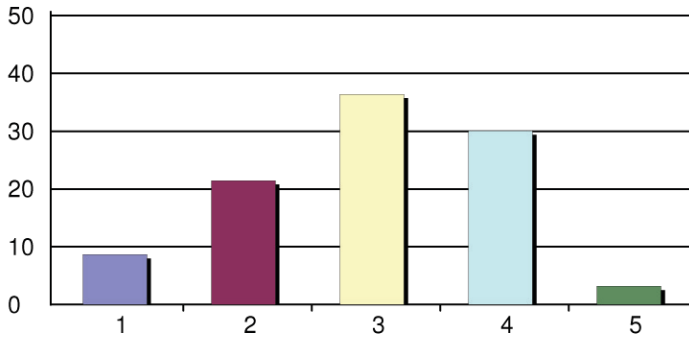
1. Monthly premiums	905	60%
2. Yearly deductible	1244	83%
3. Co-pays	864	58%
4. Co-insurance costs	687	46%
5. Prescription drugs	763	51%
6. Doctors in plan	273	18%
7. Other: _____	187	12%
Total Responses:	1500	

Q. 50, #7 OTHER [TEXT] RESPONSES:  
**See Text Report: Q. 50**

# HISTOGRAM REPORT FOR 2015 BARGAINING SURVEY FOR UNITED ELECTRICAL, RADIO AND MACHINE WORKERS OF AMERICA (UE) UNION MEMBERS WORKING AT GENERAL ELECTRIC (GE)

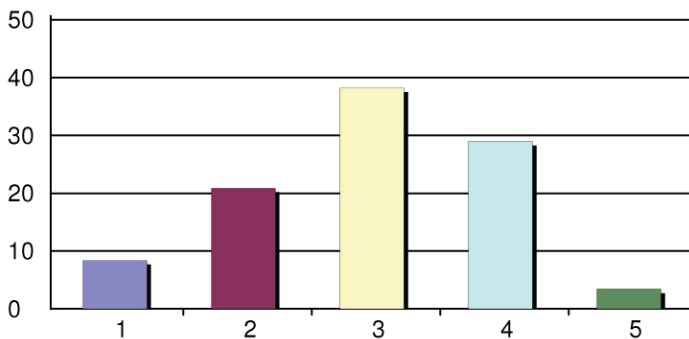
## RATING HEALTH CARE PLANS/SERVICES:

44. Overall quality of the dental plan



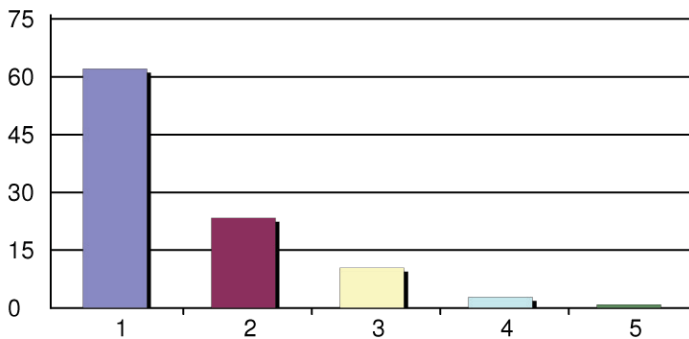
1. Very Dissatisfied	141	9%
2. Dissatisfied	348	22%
3. Neutral	589	36%
4. Satisfied	487	30%
5. Very Satisfied	52	3%
<b>Total Responses:</b>	<b>1617</b>	
<b>Mean:</b>	<b>2.98</b>	<b>Standard Deviation: 1.00</b>

45. Overall quality of the vision plan



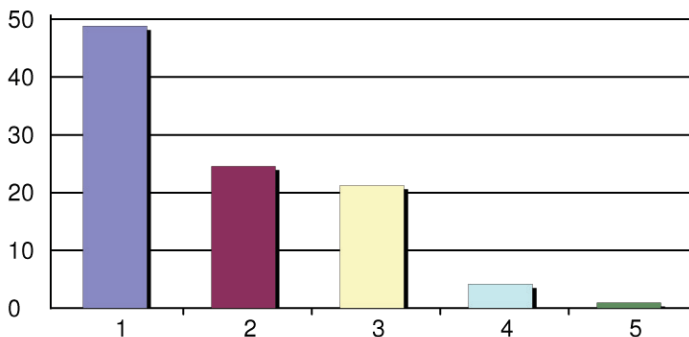
1. Very Dissatisfied	136	8%
2. Dissatisfied	338	21%
3. Neutral	618	38%
4. Satisfied	469	29%
5. Very Satisfied	56	3%
<b>Total Responses:</b>	<b>1617</b>	
<b>Mean:</b>	<b>2.98</b>	<b>Standard Deviation: 0.99</b>

46. Out-of-pocket monthly premium for health care



1. Very Dissatisfied	1000	62%
2. Dissatisfied	378	23%
3. Neutral	170	11%
4. Satisfied	47	3%
5. Very Satisfied	15	1%
<b>Total Responses:</b>	<b>1610</b>	
<b>Mean:</b>	<b>1.57</b>	<b>Standard Deviation: 0.86</b>

47. Co-pays for doctor visits



1. Very Dissatisfied	782	49%
2. Dissatisfied	394	25%
3. Neutral	341	21%
4. Satisfied	68	4%
5. Very Satisfied	16	1%
<b>Total Responses:</b>	<b>1601</b>	
<b>Mean:</b>	<b>1.84</b>	<b>Standard Deviation: 0.97</b>