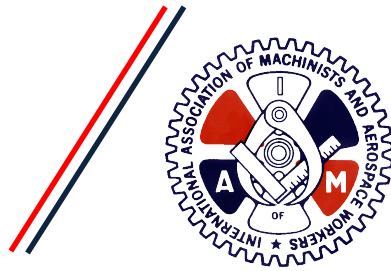


**International
Association of
Machinists and
Aerospace Workers**



9000 Machinists Place
Upper Marlboro, MD 20772-2687

Area Code 301
967-4500

August 8, 2024

Subj: 2024 Member Satisfaction Survey
Request #19772

Mr. Justin L. Bader
Business Representative
IAMAW District Lodge 10
107 Warren Street, #2
Beaver Dam, WI 53916

Dear Brother Bader:

Attached please find the Histogram and Comment Reports for the 2024 IAMAW District Lodge 10, Local Lodge 78 Membership Satisfaction Survey. There were 154 surveys received and processed. Listed below is a summary of the survey highlights:

Background Information:

The majority of Respondents are/were:

- 41-65 years of age (57%)
- Members employed at Harley Davidson [32%] or DRS Leonardo (Former LL 1061 unit) [25%] (57%)
- IAM Members (or member of another Union) for at least one year, but less than fifteen years (54%)
- First Shift employees (67%)
- Tool & Die [35%] or Machine Repair [32%] employees (67%)

Servicing / Member Satisfaction:

On Questions 1 through 3 of the Survey, the respondents were asked how satisfied they are with certain issues. Those questions are based on a five-point scale from "Very Dissatisfied" (1) to "Very Satisfied" (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 satisfaction level is placed on that issue by the survey respondents. In turn, the lower the mean, the less satisfied the respondents are with the issue. 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.

Servicing / Member Satisfaction (continued):

Those issues are listed as follows (ranked by the mean score):

<u>ISSUE</u>	<u>MEAN SCORE*</u>
1. Being a union member	3.99
2. The job your union is doing in representing you	3.92
3. The level of concern your employer shows for its employees	3.05

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

Servicing:

Stewards

The majority of respondents:

- Know who their Union Steward is (99%)
- See their Shop Committee Person or Steward frequently (58%)
- Indicated that the Steward has spoken to them (94%)

Leadership

The majority of respondents:

- Know members of the Local Lodge 78 leadership (61%)
- See their Local Lodge leadership not very often [39%] or often [26%] (65%)
- See their District Lodge Business Representative not very often [50%] or never [34%] (84%)

Member Opinions

The majority of respondents indicated that without a Union Contract ...

- Companies would not treat them better (95%)
- Companies would not give them and their colleagues all the benefits of their current contract (96%)

Union Meetings / Activities:

- Over one-third of respondents (37%) have never attended a union meeting.
 - Inconvenient time [35%] and/or too far to travel [31%] are the highest rated reasons why

The majority of respondents:

- Know when and where their Local Lodge meetings are held (78%)
- Indicated that a different day and/or time would not be better for their attendance at Local Lodge meetings (62%)
- Would not attend Local Lodge meetings virtually (i.e., Zoom, Microsoft Teams) (56%)
- Do not participate in Union activities (69%)
- Would not like to get involved in Union activities (60%)
 - For those who do, 57% do know how to get involved and/or who to speak to

Communication:

The majority of respondents:

- Have not visited the Local Lodge 78 (www.toolanddielodge78.org) website (71%)
- Have not visited the District Lodge 10 (www.iamawd10.org) website (86%)
- Have not visited the District Lodge 10 Facebook Page (www.facebook.com/IAMDISTRICT10) (91%)
- Have not visited the IAM (www.goiam.org) website (70%)
- Prefer to receive information from the union via email (65%).

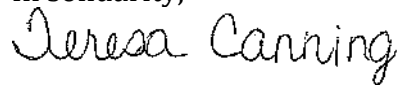
Community Events / Organizing:

The majority of respondents:

- Would like to see our Union become more involved in community events (55%), but would not be willing to participate in those events (54%)
- Would like to see our Union hold social events (i.e., Brewers game, Christmas party, etc.) (77%); and 73% of the respondents would be willing to participate in those social events
- Do not know any person interested in starting a Union in their place of work (91%)
- Can not supply their Union with information on any of their friends and/or relatives who are unsatisfied with their workplace (79%)

I hope this information proves useful in assessing the needs of Local Lodge 78. If you have any questions or require additional information, please do not hesitate to contact me at (301) 967-4768, or via e-mail at tcanning@iamaw.org.

In solidarity,

A handwritten signature in black ink that reads "Teresa Canning". The script is cursive and fluid.

Teresa Canning
Sr. Research Analyst

Attachments

cc: Dir., White
Dir., Hoekstra

HISTOGRAM REPORT FOR IAMAW DISTRICT LODGE 10, LOCAL LODGE 78 MEMBERSHIP SATISFACTION SURVEY

Creation Date: 8/8/2024

Time Interval: 8/5/2024 to 8/7/2024

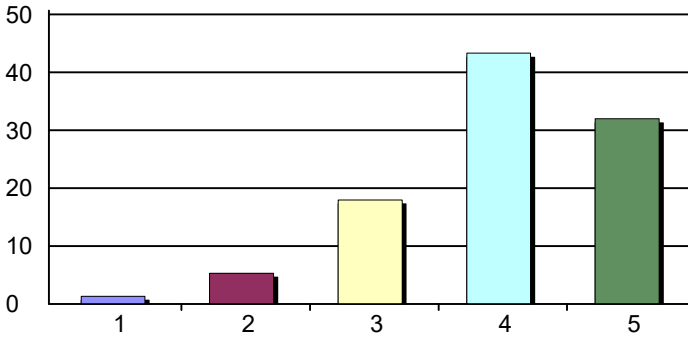
Total Respondents: 154

Note: Statistics calculated on number of responses for each individual question.

SERVICING

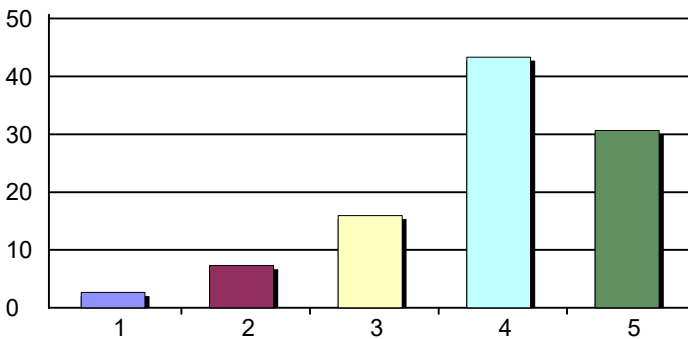
How satisfied are you with each issue below?

1. Being a union member



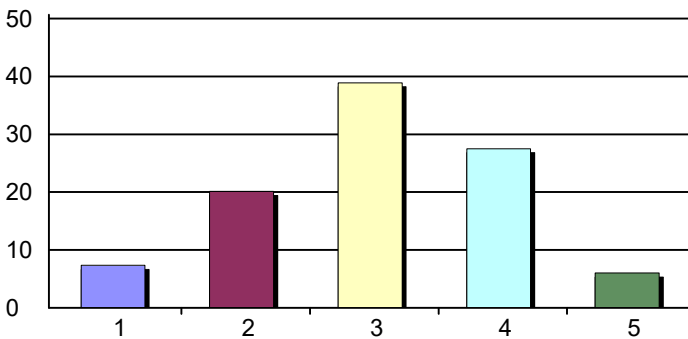
1. Very Dissatisfied	2	1%
2. Dissatisfied	8	5%
3. Neutral	27	18%
4. Satisfied	65	43%
5. Very Satisfied	48	32%
Total Responses:	150	
Mean:	3.99	Standard Deviation: 0.92

2. The job your Union is doing in representing you



1. Very Dissatisfied	4	3%
2. Dissatisfied	11	7%
3. Neutral	24	16%
4. Satisfied	65	43%
5. Very Satisfied	46	31%
Total Responses:	150	
Mean:	3.92	Standard Deviation: 1.00

3. The level of concern your employer shows for its employees

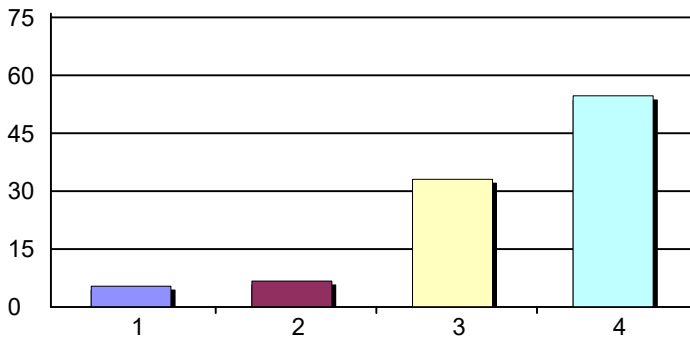


1. Very Dissatisfied	11	7%
2. Dissatisfied	30	20%
3. Neutral	58	39%
4. Satisfied	41	28%
5. Very Satisfied	9	6%
Total Responses:	149	
Mean:	3.05	Standard Deviation: 1.01

HISTOGRAM REPORT FOR IAMAW DISTRICT LODGE 10, LOCAL LODGE 78 MEMBERSHIP SATISFACTION SURVEY

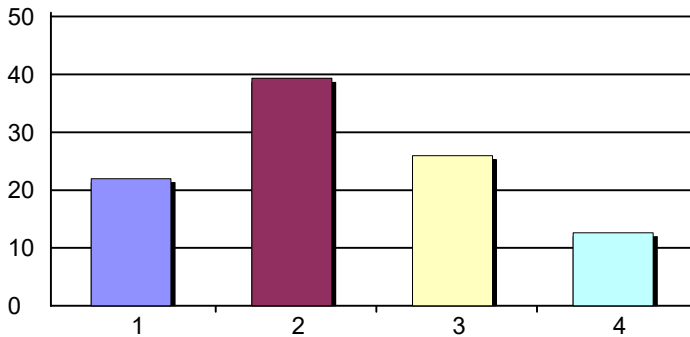
SERVICING

4. How often do you see your Shop Committee Person or Steward?



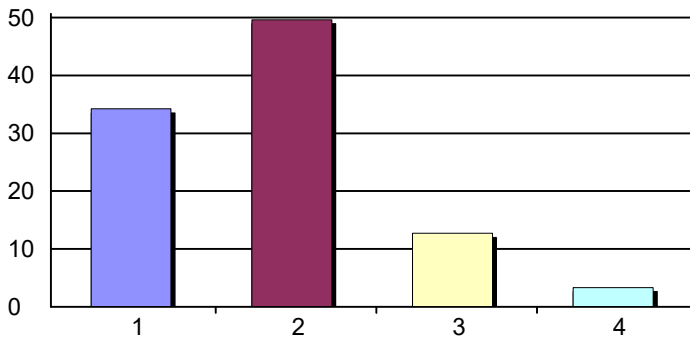
1. Never	8	5%
2. Not very often	10	7%
3. Often	49	33%
4. Frequently	81	55%
Total Responses:	148	
Mean: 3.37	Standard Deviation: 0.84	

5. How often do you see your Local Lodge leadership?



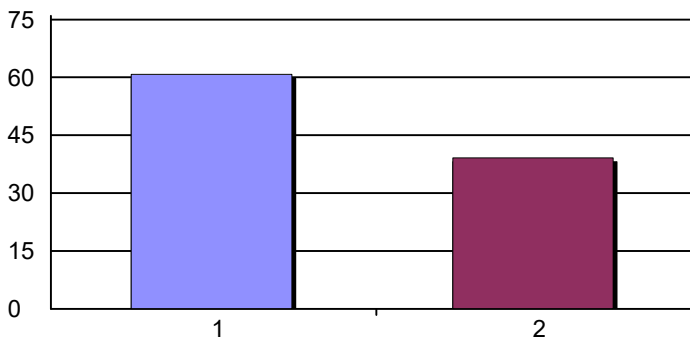
1. Never	33	22%
2. Not very often	59	39%
3. Often	39	26%
4. Frequently	19	13%
Total Responses:	150	
Mean: 2.29	Standard Deviation: 0.95	

6. How often do you see your District Lodge Business Representative?



1. Never	51	34%
2. Not very often	74	50%
3. Often	19	13%
4. Frequently	5	3%
Total Responses:	149	
Mean: 1.85	Standard Deviation: 0.77	

7. Do you know any of the members of leadership of Local Lodge 78?

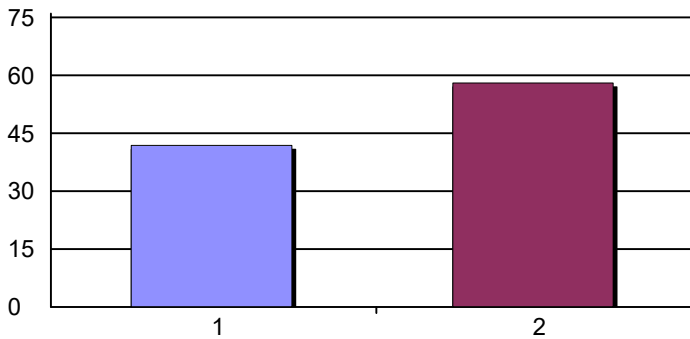


1. Yes	90	61%
2. No	58	39%
Total Responses:	148	

HISTOGRAM REPORT FOR IAMAW DISTRICT LODGE 10, LOCAL LODGE 78 MEMBERSHIP SATISFACTION SURVEY

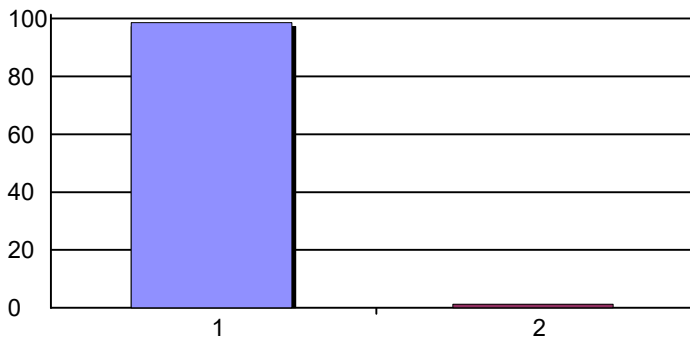
SERVICING

8. Do you know any of the other shops affiliated with Local Lodge 78?



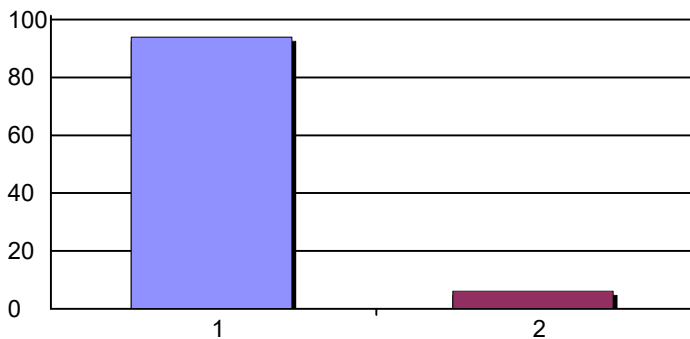
1. Yes	62	42%
2. No	86	58%
Total Responses:	148	

9. Do you know who your Union Steward is?



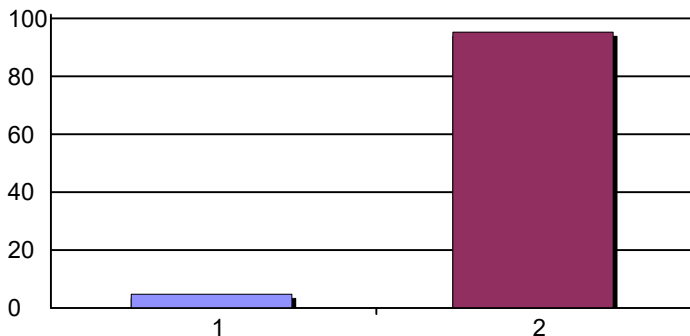
1. Yes	148	99%
2. No	2	1%
Total Responses:	150	

10. If so, has he or she ever spoken to you?



1. Yes	139	94%
2. No	9	6%
Total Responses:	148	

11. Without a Union negotiating a contract, do you think the companies would treat you and your colleagues better?



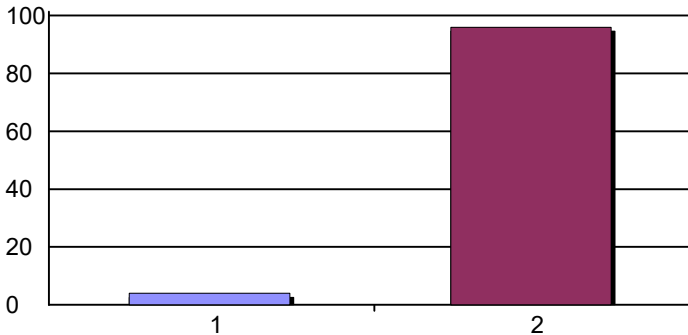
1. Yes	7	5%
2. No	142	95%
Total Responses:	149	

HISTOGRAM REPORT FOR IAMAW DISTRICT LODGE 10, LOCAL LODGE 78 MEMBERSHIP SATISFACTION SURVEY

SERVICING

12. Without a Union contract, do you believe the companies would give you and your colleagues all the benefits of your current contract?

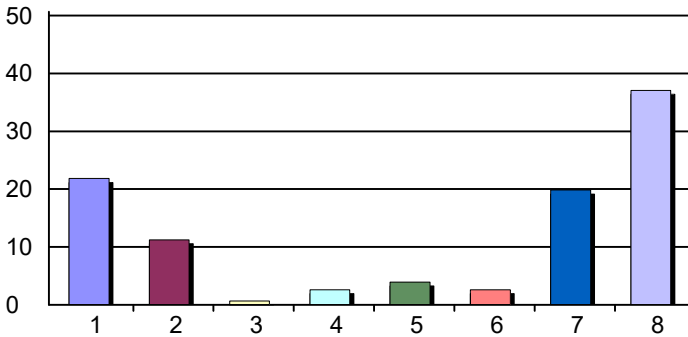
1. Yes	6	4%
2. No	144	96%
Total Responses:	150	



UNION MEETINGS

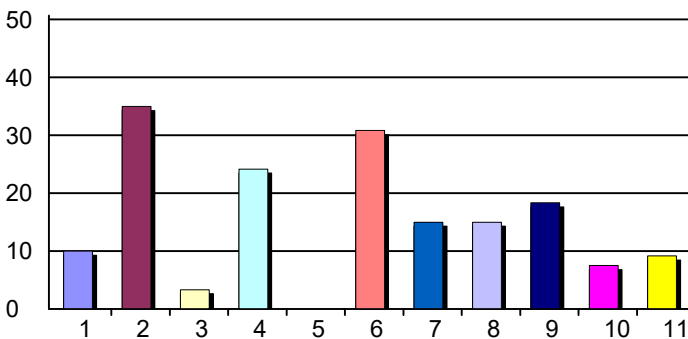
13. How often do you attend local union meetings in a year?

1. 1-2 months	33	22%
2. 3-4 months	17	11%
3. 5-6 months	1	1%
4. 7-8 months	4	3%
5. 9-10 months	6	4%
6. 11-12 months	4	3%
7. Cannot remember	30	20%
8. I have never attended	56	37%
Total Responses:	151	



14. If you have not attended a local union meeting in 6 months or longer (or have never attended), please provide your reason(s) for not attending. *(Please select all that apply.)*

1. Inconvenient date	12	10%
2. Inconvenient time	42	35%
3. No access to child care	4	3%
4. Family obligation(s)	29	24%
5. Community obligation(s)	0	0%
6. Too far to travel	37	31%
7. Not interested	18	15%
8. Have not been informed about meetings	18	15%
9. Work during meeting date(s)/time(s)	22	18%
10. New member	9	8%
11. Other*	11	9%
Total Responses:	120	



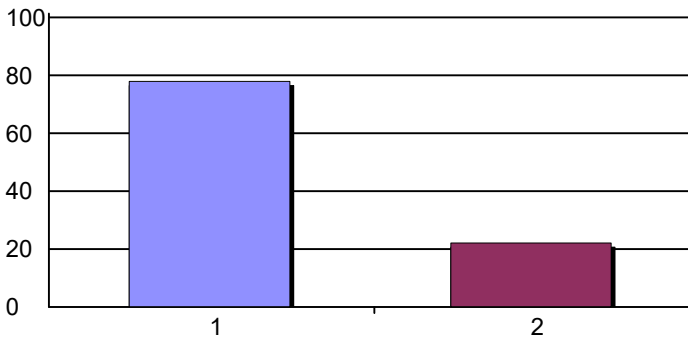
Q. 14, #11 OTHER [TEXT] RESPONSES:
SEE ATTACHED COMMENT REPORT: Q. 14

HISTOGRAM REPORT FOR IAMAW DISTRICT LODGE 10, LOCAL LODGE 78 MEMBERSHIP SATISFACTION SURVEY

UNION MEETINGS

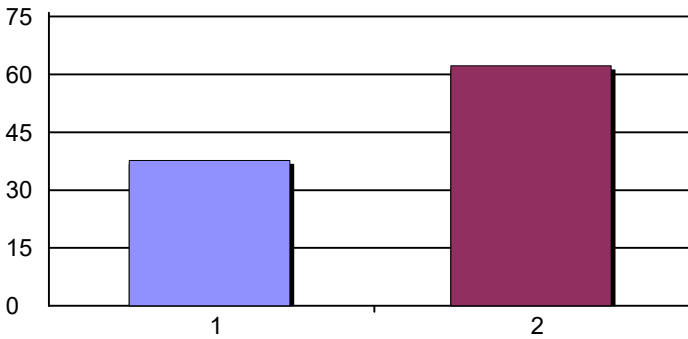
15. Do you know when and where your Local Lodge meetings are held?

1. Yes	120	78%
2. No	34	22%
Total Responses:		154



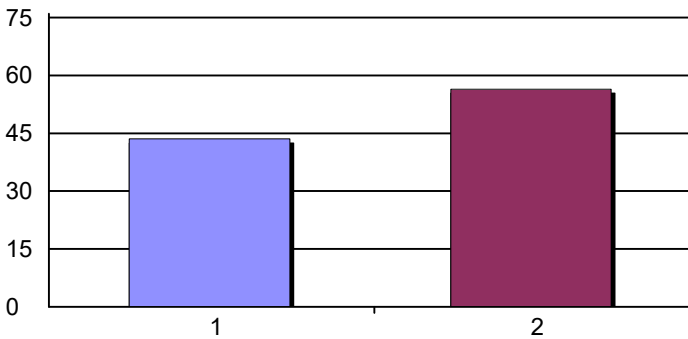
16. Would a different day and/or time be better for your attendance at Local Lodge meetings?

1. Yes	57	38%
2. No	94	62%
Total Responses:		151



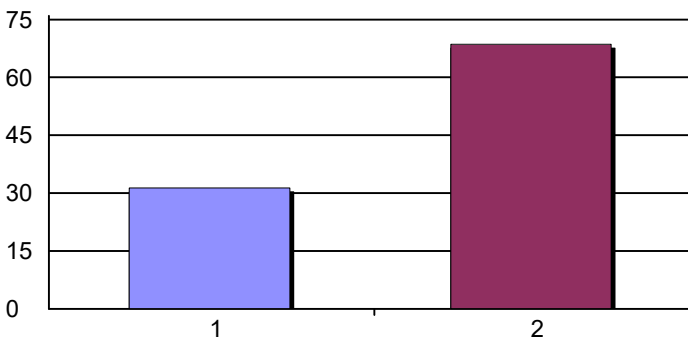
17. Would you attend Local Lodge meeting virtually? (i.e., Zoom, Microsoft Teams)

1. Yes	64	44%
2. No	83	56%
Total Responses:		147



18. Do you participate in any Union activities?

1. Yes	48	31%
2. No	105	69%
Total Responses:		153

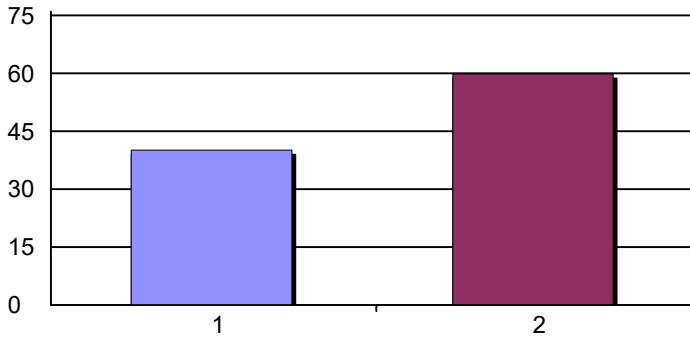


HISTOGRAM REPORT FOR IAMAW DISTRICT LODGE 10, LOCAL LODGE 78 MEMBERSHIP SATISFACTION SURVEY

UNION MEETINGS

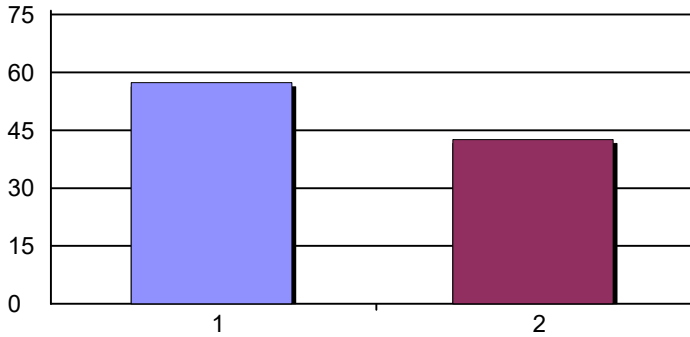
19. Would you like to get involved in Union activities?

1. Yes	59	40%
2. No	88	60%
Total Responses:		147



20. If so, do you know how to get involved and/or who to speak to?

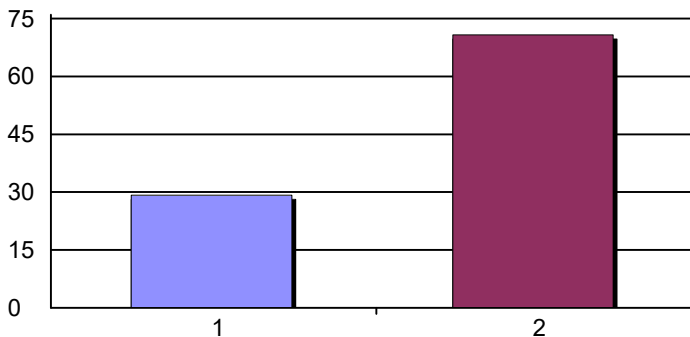
1. Yes	78	57%
2. No	58	43%
Total Responses:		136



COMMUNICATION

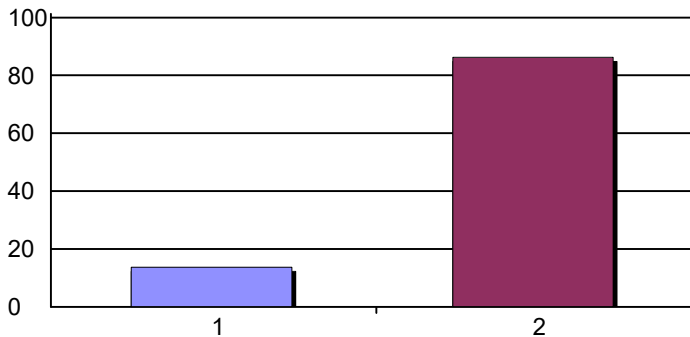
21. Have you visited the Local Lodge 78 (www.toolanddielodge78.org) website?

1. Yes	45	29%
2. No	109	71%
Total Responses:		154



22. Have you visited the District Lodge 10 (www.iamawd10.org) website?

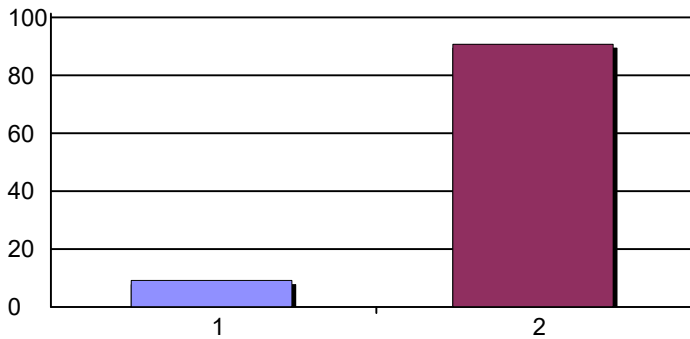
1. Yes	21	14%
2. No	132	86%
Total Responses:		153



HISTOGRAM REPORT FOR IAMAW DISTRICT LODGE 10, LOCAL LODGE 78 MEMBERSHIP SATISFACTION SURVEY

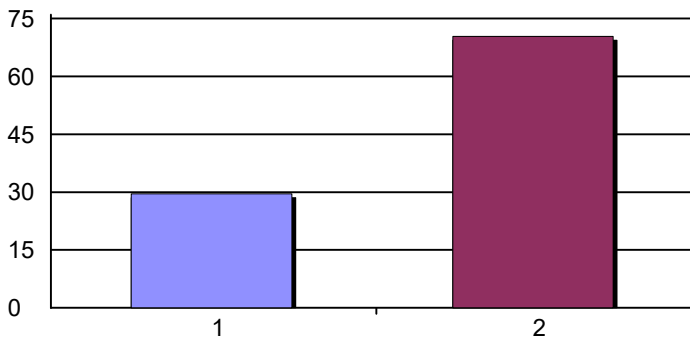
COMMUNICATION

23. Have you visited the District Lodge 10 Facebook Page (www.facebook.com/IAMDistrict10)?



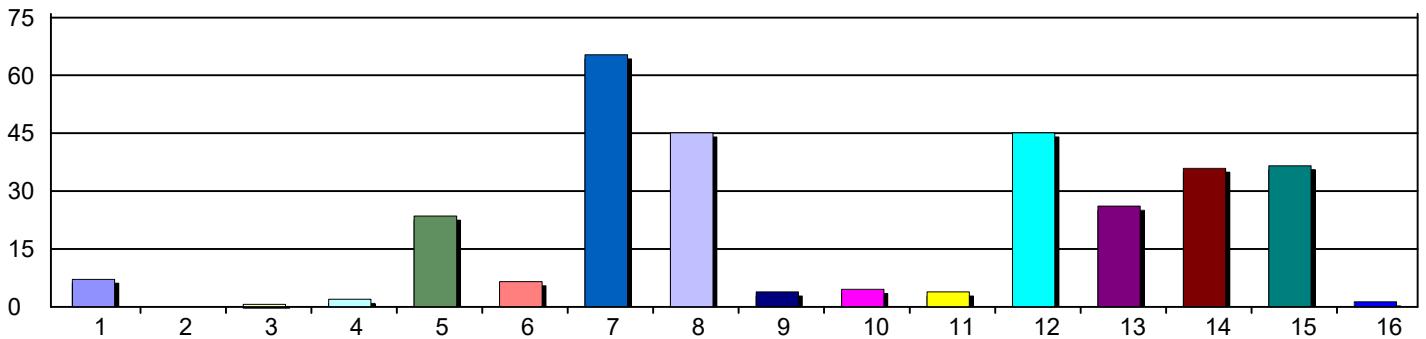
1. Yes	14	9%
2. No	139	91%
Total Responses:	153	

24. Have you visited the IAM (www.goiam.org) website?



1. Yes	45	30%
2. No	107	70%
Total Responses:	152	

25. Please provide your preferred communication method(s) for obtaining information from the union.
Please select all that apply.



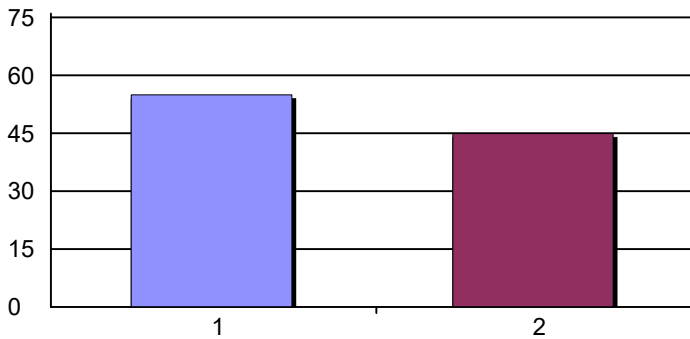
1. Facebook / Meta	11	7%	9. District Lodge Webpage	6	4%
2. Twitter / X	0	0%	10. Local Lodge Webpage	7	5%
3. Snapchat	1	1%	11. IAM "Goiam" Webpage	6	4%
4. YouTube	3	2%	12. Face-to-face discussions with Union Reps	69	45%
5. Mail	36	24%	13. Union Meetings	40	26%
6. Telephone	10	7%	14. Flyers/Handouts	55	36%
7. Email	100	65%	15. Texting	56	37%
8. Union Bulletins on Shop Boards	69	45%	16. Other*	2	1%
			Total Responses:	153	

Q. 25, #16 OTHER [TEXT] RESPONSES:
SEE ATTACHED COMMENT REPORT: Q. 25

HISTOGRAM REPORT FOR IAMAW DISTRICT LODGE 10, LOCAL LODGE 78 MEMBERSHIP SATISFACTION SURVEY

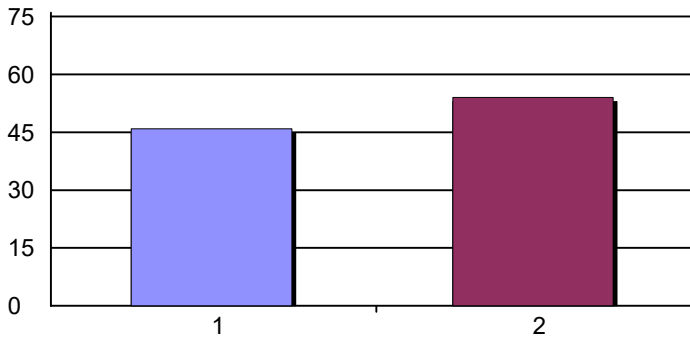
COMMUNITY SERVICE AND ORGANIZING

26. Would you like to see our Union become more involved in community events?



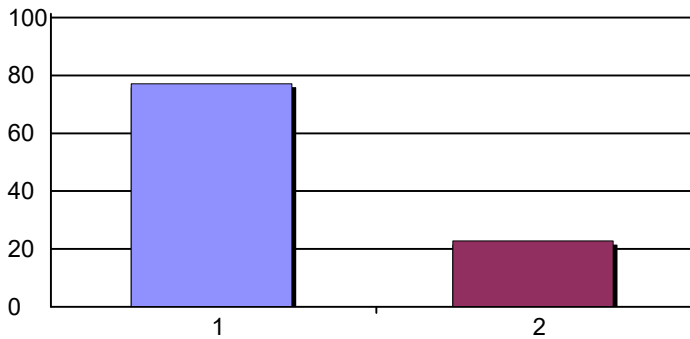
1. Yes	82	55%
2. No	67	45%
Total Responses:	149	

27. Would you be willing to participate in those service events?



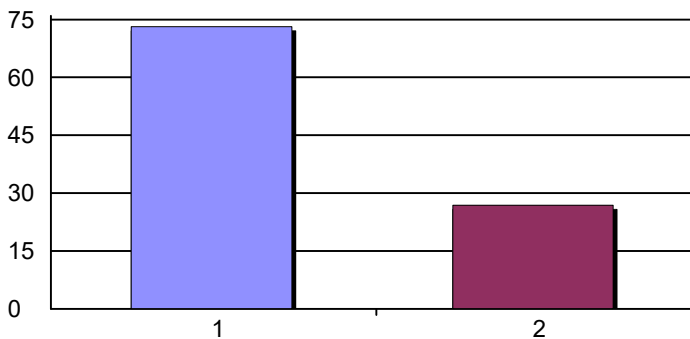
1. Yes	68	46%
2. No	80	54%
Total Responses:	148	

28. Would you like to see our Union hold social events (i.e., Brewers game, Christmas party, etc.)?



1. Yes	115	77%
2. No	34	23%
Total Responses:	149	

29. Would you be willing to participate in those social events?

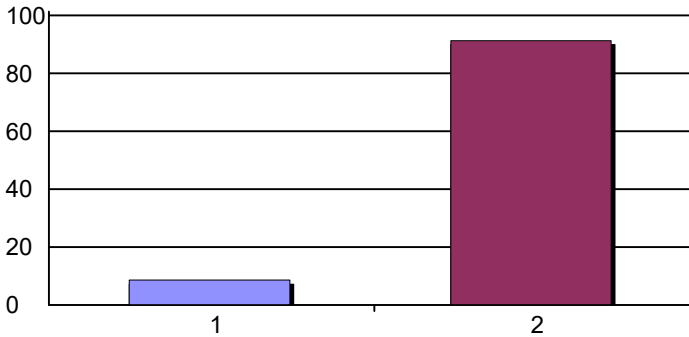


1. Yes	109	73%
2. No	40	27%
Total Responses:	149	

HISTOGRAM REPORT FOR IAMAW DISTRICT LODGE 10, LOCAL LODGE 78 MEMBERSHIP SATISFACTION SURVEY

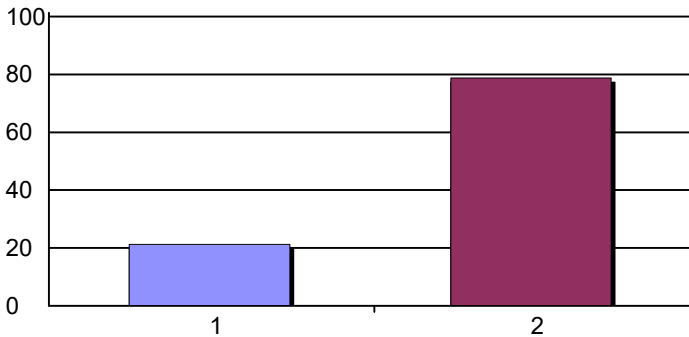
COMMUNITY SERVICE AND ORGANIZING

30. Do you know any person interested in starting a Union in their place of work?



1. Yes	13	9%
2. No	138	91%
Total Responses:	151	

31. Can you supply your Union with information on any of your friends and/or relatives who are unsatisfied with their workplace?

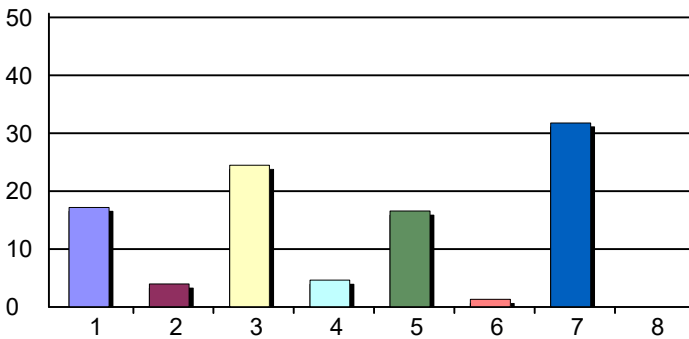


1. Yes	31	21%
2. No	115	79%
Total Responses:	146	

If so, you (or they) can contact the District Lodge 10 office at 920-219-4919 or provide their contact and company information in the Comments section of the survey.

BACKGROUND INFORMATION

32. At which Local Lodge 78 represented shop are you employed?

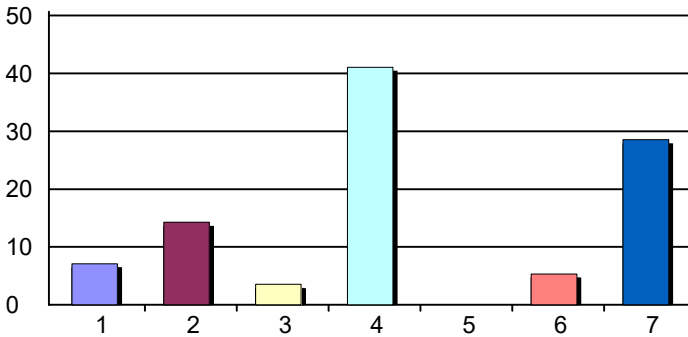


1. Capital Engineering (Mercury)	26	17%
2. ER Wagner	6	4%
3. DRS Leonardo (Former LL 1061 unit)	37	25%
4. DRS Leonardo (Tool and Die Makers)	7	5%
5. GE HealthCare	25	17%
6. GE Haier	2	1%
7. Harley Davidson	48	32%
8. Regal Rexnord	0	0%
Total Responses:	151	

HISTOGRAM REPORT FOR IAMAW DISTRICT LODGE 10, LOCAL LODGE 78 MEMBERSHIP SATISFACTION SURVEY

BACKGROUND INFORMATION

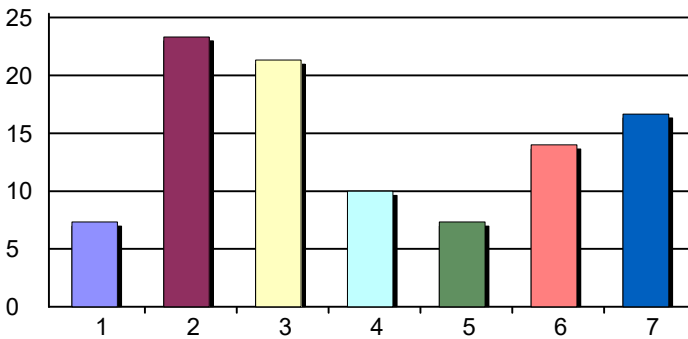
33. Please select the Local Lodge position(s) in which you presently serve or have served in the past.
(Please select all that apply.)



1. Lodge Officer*	4	7%
2. Shop Committee	8	14%
3. Shop Committee Chair	2	4%
4. Shop Steward	23	41%
5. Lodge Committee*	0	0%
6. Delegate*	3	5%
7. Other*	16	29%
Total Responses:	56	

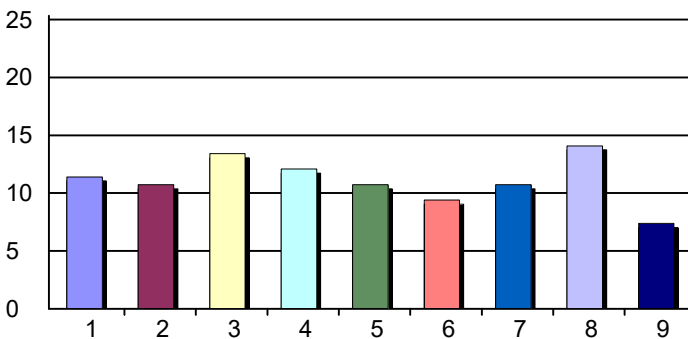
Q. 33, #7 OTHER [TEXT] RESPONSES:
SEE ATTACHED COMMENT REPORT: Q. 33

34. How many years have you been a member of the IAM or of another Union (including retirement, if applicable)?



1. Less than 1 year	11	7%
2. 1 year but less than 5 years	35	23%
3. 5 years but less than 10 years	32	21%
4. 10 years but less than 15 years	15	10%
5. 15 years but less than 20 years	11	7%
6. 20 years but less than 30 years	21	14%
7. 30 years or more	25	17%
Total Responses:	150	

35. Please select your age:

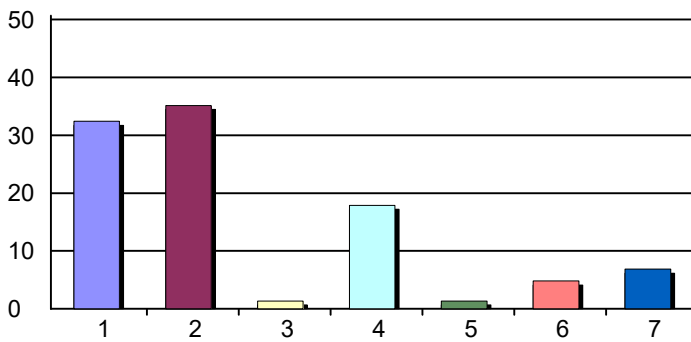


1. 18 - 29	17	11%
2. 30 - 35	16	11%
3. 36 - 40	20	13%
4. 41 - 45	18	12%
5. 46 - 50	16	11%
6. 51 - 55	14	9%
7. 56 - 60	16	11%
8. 61 - 65	21	14%
9. Over 65	11	7%
Total Responses:	149	

HISTOGRAM REPORT FOR IAMAW DISTRICT LODGE 10, LOCAL LODGE 78 MEMBERSHIP SATISFACTION SURVEY

BACKGROUND INFORMATION

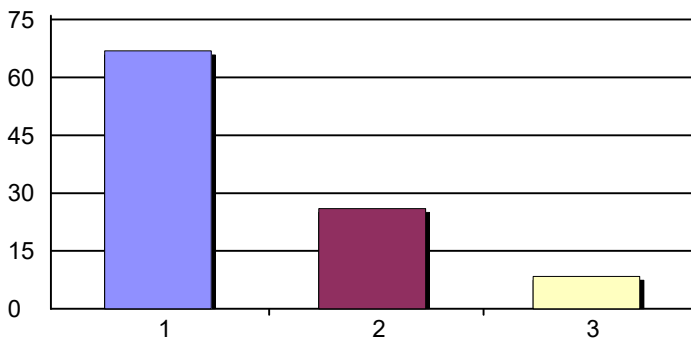
36. What job category best describes your current work situation?



1. Machine Repair	47	32%
2. Tool & Die	51	35%
3. Machinist	2	1%
4. Assembler	26	18%
5. Facility Maintenance	2	1%
6. Material Handler	7	5%
7. Other*	10	7%
Total Responses:	145	

Q. 36, #7 OTHER [TEXT] RESPONSES:
SEE ATTACHED COMMENT REPORT: Q. 36

37. What Shift(s) do you work?



1. First	95	67%
2. Second	37	26%
3. Third	12	8%
Total Responses:	142	

COMMENTS

38. Please provide any additional comments in the space provided below.

SEE ATTACHED COMMENT REPORT: Q. 38