



The 'State of Collective Bargaining across the North West'

North West TUC, as part of the 'Britain Needs A Pay Rise' campaign, has commissioned a research project looking at the state of collective bargaining and the pay position of workers in the region. This research will inform a series of briefings later in the year and will be used as part of our ongoing campaigning and media work.

We want to hear from union officials, negotiators, shop stewards and branch reps who negotiate and collectively bargain on behalf of members. The purpose is for us to get a picture of how collective bargaining has stood up in recent years. We want to hear about the successes and the stories where it hasn't gone so well. We don't celebrate our successes enough and nor do we share best practice across negotiators and reps. This is a great opportunity for us to celebrate the fantastic work of unions and also see where and how we can improve in representing our members. Only by filling in this survey are we able to do that.

If you would like any further information about the survey or the campaign, please do not hesitate to contact me.

Best wishes

Lynn Collins

Regional Secretary

North West TUC

SECTION A

1. Please specify the sector your workplace operates in

<input type="checkbox"/> Agriculture, Forestry and Fishing <input type="checkbox"/> Mining and Quarrying <input type="checkbox"/> Manufacturing <input type="checkbox"/> Electricity, Gas, Steam and Air Conditioning Supply <input type="checkbox"/> Water Supply; Sewerage, Waste Management and Remediation Activities <input type="checkbox"/> Construction <input type="checkbox"/> Activities of Extraterritorial Organisations and Bodies	<input type="checkbox"/> Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles <input type="checkbox"/> Transportation and Storage <input type="checkbox"/> Accommodation and Food Service Activities <input type="checkbox"/> Information and Communication <input type="checkbox"/> Financial and Insurance Activities <input type="checkbox"/> Real Estate Activities <input type="checkbox"/> Activities of Household as Employers	<input type="checkbox"/> Professional, Scientific and Technical Activities <input type="checkbox"/> Administrative and Support Service Activities <input type="checkbox"/> Public Administration and Defense; Compulsory Social Security <input type="checkbox"/> Education <input type="checkbox"/> Human Health and Social Work Activities <input type="checkbox"/> Arts, Entertainment and Recreation <input type="checkbox"/> Other Service Activities
--	---	--

2. Please specify the local authority area your workplace is located in

<input type="checkbox"/> Blackburn with Darwen <input type="checkbox"/> Blackpool <input type="checkbox"/> Bolton <input type="checkbox"/> Burnley <input type="checkbox"/> Bury <input type="checkbox"/> Cheshire East <input type="checkbox"/> Halton <input type="checkbox"/> Knowsley <input type="checkbox"/> Liverpool <input type="checkbox"/> Warrington <input type="checkbox"/> Cheshire West <input type="checkbox"/> Wigan	<input type="checkbox"/> Lancashire <input type="checkbox"/> Lancashire Chorley <input type="checkbox"/> Lancashire Fylde <input type="checkbox"/> Lancashire Hyndburn <input type="checkbox"/> Lancashire Lancaster <input type="checkbox"/> Lancashire Pendle <input type="checkbox"/> Lancashire Preston <input type="checkbox"/> Lancashire Ribble Valley <input type="checkbox"/> Tameside <input type="checkbox"/> Trafford	<input type="checkbox"/> Lancashire Rossendale <input type="checkbox"/> Lancashire South Ribble <input type="checkbox"/> Lancashire West Lancashire <input type="checkbox"/> Manchester <input type="checkbox"/> Oldham <input type="checkbox"/> Rochdale <input type="checkbox"/> Salford <input type="checkbox"/> Sefton <input type="checkbox"/> St. Helens <input type="checkbox"/> Stockport <input type="checkbox"/> Wirral
---	--	---

3. Please specify whether your workplace is private, public or third sector

- Private
 Public
 Third sector

4. What is the name of your union?

<input type="checkbox"/> Unite <input type="checkbox"/> UNISON <input type="checkbox"/> GMB <input type="checkbox"/> Usdaw <input type="checkbox"/> NUT <input type="checkbox"/> NASUWT <input type="checkbox"/> MU	<input type="checkbox"/> RMT <input type="checkbox"/> EIS <input type="checkbox"/> Community <input type="checkbox"/> FBU <input type="checkbox"/> CSP <input type="checkbox"/> Equity <input type="checkbox"/> POA <input type="checkbox"/> NUJ	<input type="checkbox"/> SoR <input type="checkbox"/> TSSA <input type="checkbox"/> BFAWU <input type="checkbox"/> napo <input type="checkbox"/> BALPA <input type="checkbox"/> PCS <input type="checkbox"/> CWU <input type="checkbox"/> ATL	<input type="checkbox"/> Prospect <input type="checkbox"/> UCU <input type="checkbox"/> UCATT <input type="checkbox"/> Advance <input type="checkbox"/> BDA <input type="checkbox"/> Accord <input type="checkbox"/> BECTU <input type="checkbox"/> Other _____
---	---	--	--

5. What other unions are present at the workplace? (please write the answer below)

6. Which of these unions are recognized by the employer?

- All
- None
- The following unions _____

7. Is there a union-employer recognition agreement at this workplace?

- Yes
- No

8. Is there a union-employer partnership agreement at this workplace?

- Yes
- No

9. Approximately, how many people are employed at this workplace? (please write the answer below)

10. Union membership (please write the answer below)

10.1. How many employees at this workplace are members of your union?

10.2. What is this figure as a percentage of eligible membership?

11. What percentage of your members are female?

12. Has union membership increased, decreased or stayed the same in the last 5 years?

- Increased
- Decreased
- Stayed the same

SECTION B

1. How is pay determined at this workplace?

- Collectively bargained national industry-wide agreement
- Collectively bargained local agreement covering a number of workplaces in the same region
- Collectively bargained at the workplace level (where the organization is a sole establishment)
- Collectively bargained at the workplace level (where the organization consists of more than one workplace)
- Collectively bargained at the level of the organization (where the organization consists of more than one workplace)
- Set by management at a higher level in this organization
- Set by management at this workplace
- Negotiation with individual employees
- Independent Pay Review Body
- Some other way _____

2. How was pay determined at this workplace 5 years ago?

- Collectively bargained national industry-wide agreement
- Collectively bargained local agreement covering a number of workplaces in the same region
- Collectively bargained at the workplace level (where the organization is a sole establishment)
- Collectively bargained at the workplace level (where the organization consists of more than one workplace)
- Collectively bargained at the level of the organization (where the organization consists of more than one workplace)
- Set by management at a higher level in this organization
- Set by management at this workplace
- Negotiation with individual employees
- Independent Pay Review Body
- Some other way _____

3. Does management normally negotiate, consult, inform or not inform trade unions about the following?

Items	Not inform	Inform	Consult	Negotiate
Rates of pay	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Working hours	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Holiday entitlements	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Pensions entitlements	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Training of employees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Grievances and disciplinary procedures	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Equal opportunities and diversity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Health and safety	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Restructuring and organisational change	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The use of contingent labour	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

4. In terms of bargaining priorities, please circle a number to indicate the importance of the following

Items	Less Important							More Important
Pay levels for all workers	1	2	3	4	5	6	7	
Pay distribution	1	2	3	4	5	6	7	
Pay increases specifically for low-paid workers	1	2	3	4	5	6	7	
Job security	1	2	3	4	5	6	7	
Pension entitlements	1	2	3	4	5	6	7	
Working hours	1	2	3	4	5	6	7	
Staffing levels	1	2	3	4	5	6	7	
Equal opportunities and diversity	1	2	3	4	5	6	7	
Training of employees	1	2	3	4	5	6	7	
Health and safety	1	2	3	4	5	6	7	
Restructuring and organisational change	1	2	3	4	5	6	7	
The use of contingent labour	1	2	3	4	5	6	7	

5. In terms of bargaining priorities, please indicate the importance of the following as it was 5 years ago

Items	Less Important						More Important
	1	2	3	4	5	6	7
Pay levels for all workers	1	2	3	4	5	6	7
Pay distribution	1	2	3	4	5	6	7
Pay increases specifically for low-paid workers	1	2	3	4	5	6	7
Job security	1	2	3	4	5	6	7
Pension entitlements	1	2	3	4	5	6	7
Working hours	1	2	3	4	5	6	7
Staffing levels	1	2	3	4	5	6	7
Equal opportunities and diversity	1	2	3	4	5	6	7
Training of employees	1	2	3	4	5	6	7
Health and safety	1	2	3	4	5	6	7
Restructuring and organisational change	1	2	3	4	5	6	7
The use of contingent labour	1	2	3	4	5	6	7

6. Over the last 5 years, how effective would you say the union have been in delivering benefits to members in the following areas?

Items	Very Ineffective					Very Effective	
	1	2	3	4	5	6	7
Pay levels for all workers	1	2	3	4	5	6	7
Pay distribution	1	2	3	4	5	6	7
Pay increases specifically for low-paid	1	2	3	4	5	6	7
Job security of employees	1	2	3	4	5	6	7
Pension entitlements	1	2	3	4	5	6	7
Working hours	1	2	3	4	5	6	7
Staffing levels	1	2	3	4	5	6	7
Equal opportunities and diversity	1	2	3	4	5	6	7
Training of employees	1	2	3	4	5	6	7
Health and safety	1	2	3	4	5	6	7
Restructuring and organisational change	1	2	3	4	5	6	7
The use of contingent labour	1	2	3	4	5	6	7

7. Please specify annual pay rises at this workplace for the last 5 years (in percentages)

2009 _____% 2012 _____%
2010 _____% 2013 _____%
2011 _____%

8. Approximately, how many employees are paid at or above the Living Wage (7.65)?

- | | | |
|--|---|---|
| <input type="checkbox"/> All (100%) | <input type="checkbox"/> Around half (40-59%) | <input type="checkbox"/> Just a few (1-19%) |
| <input type="checkbox"/> Almost all (80-99%) | <input type="checkbox"/> Some (20-39%) | <input type="checkbox"/> None (0%) |
| <input type="checkbox"/> Most (60-79%) | | |

9. Is your employer a registered Living Wage (7.65 per hour) employer?

- Yes No

10. Please indicate the average wage including all people employed at this workplace

11. In the past 12 months, has there been a collective dispute involving any group of workers that you represent over pay or conditions?

- Yes No (IF NO, GO TO SECTION C)

12. What forms of industrial action have been taken to support the dispute (tick all that apply)?

- | | |
|--|---------------------------------------|
| <input type="checkbox"/> Strikes of less than 1 day | <input type="checkbox"/> Work to rule |
| <input type="checkbox"/> Strikes of a day or more | <input type="checkbox"/> Other _____ |
| <input type="checkbox"/> Employees banning or restricting the overtime they work | |

13. What forms of industrial action have been taken to support the dispute (tick all that apply)?

- | | |
|--|---------------------------------------|
| <input type="checkbox"/> Strikes of less than 1 day | <input type="checkbox"/> Work to rule |
| <input type="checkbox"/> Strikes of a day or more | <input type="checkbox"/> Other _____ |
| <input type="checkbox"/> Employees banning or restricting the overtime they work | |

14. What were the reasons for that industrial action? (please tick all that apply)

- | | |
|---|--|
| <input type="checkbox"/> Pay | <input type="checkbox"/> Staffing levels |
| <input type="checkbox"/> Job security of employees | <input type="checkbox"/> Equal opportunities and diversity |
| <input type="checkbox"/> Pension entitlements | <input type="checkbox"/> Working arrangements |
| <input type="checkbox"/> Working hours | <input type="checkbox"/> The use of contingent labour |
| <input type="checkbox"/> Disciplinary matters or grievances | <input type="checkbox"/> Other _____ |

15. What was the main reason for that industrial action? (please select one)

- | | |
|---|--|
| <input type="checkbox"/> Pay | <input type="checkbox"/> Staffing levels |
| <input type="checkbox"/> Job security of employees | <input type="checkbox"/> Equal opportunities and diversity |
| <input type="checkbox"/> Pension entitlements | <input type="checkbox"/> Working arrangements |
| <input type="checkbox"/> Working hours | <input type="checkbox"/> The use of contingent labour |
| <input type="checkbox"/> Disciplinary matters or grievances | <input type="checkbox"/> Other _____ |

16. Were you satisfied with the outcomes of the dispute for the union members?

- | | |
|--|---|
| <input type="checkbox"/> Very Dissatisfied | <input type="checkbox"/> Somewhat Satisfied |
| <input type="checkbox"/> Dissatisfied | <input type="checkbox"/> Satisfied |
| <input type="checkbox"/> Somewhat Dissatisfied | <input type="checkbox"/> Very Satisfied |
| <input type="checkbox"/> Neutral | |

SECTION C

1. As a union representative, please circle a number to specify the degree of satisfaction with the following aspects of pay at this workplace

Items	Very Dissatisfied						Very Satisfied	
	1	2	3	4	5	6	7	
Overall level of pay employees receive at this workplace								
Pay increases for low-paid employees								
Pay difference between highest and lowest paid staff								
Pay differences between males and females								
Pay differences between managers and non-management employees								
Pay rises achieved as a result of the latest negotiations								
Pay rises typically achieved in the past								

2. How influential are external pressures (e.g. market competition, demand for products, cuts in public spending levels etc.) on the following?

Items	Not influential at all	Somewhat influential	Influential	Very influential
Job security	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Work intensity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Level of pay	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Union influence over the way things are organized in the workplace	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Union membership	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

3. As a union representative, do you agree or disagree with the following statements?

Items	Strongly Disagree						Strongly Agree
The level of job security at this workplace has significantly decreased in the last five years	1	2	3	4	5	6	7
It is unlikely the employees at this workplace will lose their jobs in the near future	1	2	3	4	5	6	7
I am satisfied with the level of job security for employees at this workplace	1	2	3	4	5	6	7

4. Compared with other workplaces in your sector how would you assess your workplace's financial performance?

- | | |
|---|---|
| <input type="checkbox"/> Far below average | <input type="checkbox"/> Somewhat above average |
| <input type="checkbox"/> Below average | <input type="checkbox"/> Above average |
| <input type="checkbox"/> Somewhat below average | <input type="checkbox"/> Far above average |
| <input type="checkbox"/> About average | |

5. Do you agree or disagree with the following statements about the recent recession?

Items	Strongly Disagree						Strongly Agree
Collective bargaining agendas have been narrowed down	1	2	3	4	5	6	7
Collective bargaining priorities has changed	1	2	3	4	5	6	7
This is not as good a place to work as it was before the recession	1	2	3	4	5	6	7
The conditions of employment at this workplace have deteriorated	1	2	3	4	5	6	7
The management-union relationship has deteriorated	1	2	3	4	5	6	7
The organization has suffered as a consequence of the recession	1	2	3	4	5	6	7
The organization has operated in an increasingly difficult external environment since the recession	1	2	3	4	5	6	7
The recession has reduced the organization's ability to increase pay levels	1	2	3	4	5	6	7

6. Do you agree or disagree with the following statements about the role of the union at this workplace?

Items	Strongly Disagree						Strongly Agree
The trade union has a lot of influence over decisions made at this workplace	1	2	3	4	5	6	7
The trade union here is able to hold management to account	1	2	3	4	5	6	7
The trade union here significantly affects the way the organization is run	1	2	3	4	5	6	7

7. Do you agree or disagree with the following statements about this workplace?

Items	Strongly Disagree						Strongly Agree
Members of this union are willing to take industrial action to support the aims of the union	1	2	3	4	5	6	7
Informal communication channels with the management are important for achieving union goals	1	2	3	4	5	6	7
Informal communication with the management would be useless without the ability to take industrial action	1	2	3	4	5	6	7
The potential for industrial action is necessary for successful collective bargaining outcomes	1	2	3	4	5	6	7

8. Do you agree or disagree with the following statements about management-union relations at this workplace?

Items	Strongly Disagree						Strongly Agree
Union and management work together to make this organization a better place in which to work	1	2	3	4	5	6	7
Union and management have respect for each other's role	1	2	3	4	5	6	7
Once agreement is made management stick to it	1	2	3	4	5	6	7
In this organization bargaining takes place in an atmosphere of good faith	1	2	3	4	5	6	7
A sense of fairness is associated with management-union relations	1	2	3	4	5	6	7

9. What level of support do you receive from your union?

Items	Strongly Disagree						Strongly Agree
The union provides me with specific training to support bargaining activities	1	2	3	4	5	6	7
The union provides me with advice and guidance to support bargaining activity	1	2	3	4	5	6	7
The union provides me with support during collective bargaining	1	2	3	4	5	6	7

SECTION D

1. Do you agree or disagree with the following statements about this workplace?

Items	Strongly Disagree						Strongly Agree
Considerable importance is placed on the recruitment process	1	2	3	4	5	6	7
Extensive training programmes are provided for employees	1	2	3	4	5	6	7
Employees have clear career paths in this organization	1	2	3	4	5	6	7
Managers regularly inform employees about the relevant aspects of organizational life	1	2	3	4	5	6	7
Employers support staff in their development	1	2	3	4	5	6	7
Some elements of pay are based on employee individual performance	1	2	3	4	5	6	7
Some elements of pay are based on organizational performance	1	2	3	4	5	6	7
Employees are encouraged to suggest improvements in the way things are done in this organization	1	2	3	4	5	6	7

2. How has the use of the following groups of workers changed during the last 5 years?

Items	Decreased Significantly			Increased Significantly	
	1	2	3	4	5
Direct employees on permanent contracts	1	2	3	4	5
Direct employees on permanent contracts working part-time	1	2	3	4	5
Direct employees on temporary contracts	1	2	3	4	5
Direct employees on zero-hour contracts	1	2	3	4	5
Agency workers	1	2	3	4	5
Self-employed	1	2	3	4	5
Subcontractors	1	2	3	4	5

3. Approximately, how many workers are in each of the following groups?

Direct employees on permanent contracts _____

Direct employees on permanent contracts working part-time _____

Direct employees on temporary contracts _____

Direct employees on zero-hour contracts _____

Agency workers _____

Self-employed _____

Subcontractors _____

4. Has the union attempted to recruit any of these groups of workers?

Items	Please tick as applicable	
	Yes	No/NA
Direct employees on temporary contracts	<input type="checkbox"/>	<input type="checkbox"/>
Direct employees on zero-hour contracts	<input type="checkbox"/>	<input type="checkbox"/>
Agency workers	<input type="checkbox"/>	<input type="checkbox"/>
Self-employed	<input type="checkbox"/>	<input type="checkbox"/>
Subcontractors	<input type="checkbox"/>	<input type="checkbox"/>

If all answers are NO/NA please go to SECTION E.

Thank you very much for your cooperation!

Please take the opportunity to share any comments or experiences that you feel may help improve collective bargaining activities in the field below:

A large rounded rectangular box containing ten horizontal lines for writing.

