

UNM-UGW Bargaining Survey, 2024-2025

Please fill out this survey by the United Graduate Workers (UGW) of UNM as we determine our initial proposals and priorities for our contract negotiations in Spring 2025. **We expect this survey to take 15-45 minutes depending on the length of your responses.** You do not need to answer all survey questions. The only exception to this is the first and last name questions, which allow us to track who has completed the survey. We strongly encourage everyone to answer every question they are comfortable answering. You do not have to complete the survey in one sitting.

Your answers will be initially linked to your name so we can see who has filled out the survey. However, only the Executive Council and Data Team members will see any identifiable information. We will de-identify any information that is shared.

If you have not signed a union card, please sign one here to become a union member:

<https://uecrm.knack.com/ue-crm#join-ue-local-1466-ugw/>. You do not need to be a union member to complete this survey.

* Required

Basic Information

1. First name *

2. Last name *

3. Preferred name/nickname (if different from first name)

4. What age group are you in?

- 20 or younger
- 21-25
- 26-30
- 31-35
- 36-40
- 41 or older

5. University email

Please enter an email

6. Non-university email

Please enter an email

7. Phone number

8. What department are you enrolled in?

9. What is your degree program?

Master's

Doctorate

Other

10. When did you start your graduate degree program?

If you started in Summer, please choose Fall as your start semester

- Spring 2025
- Fall 2024
- Spring 2024
- Fall 2023
- Spring 2023
- Fall 2022
- Spring 2022
- Fall 2021
- Spring 2021
- Fall 2020
- Spring 2020
- Fall 2019
- Spring 2019
- Fall 2018
- Before Fall 2018

11. Approximately when are you planning on leaving graduate school at UNM?

- Fall 2024
- Spring 2025
- Fall 2025
- Spring 2026
- Fall 2026
- Spring 2027
- Fall 2027
- Spring 2028
- Fall 2028
- Spring 2029
- After Spring 2029

12. What communities are you affiliated with outside of your graduate program?

e.g., clubs, organizations, religious groups, etc.

13. Which of the following issues would you like to see prioritized in our upcoming bargaining session in Spring 2025?

Please rank the following issues on level of importance to you. Please select n/a (not applicable) if you feel the issue does not apply to you.

	1 (not important)	2	3	4 (very important)	n/a (not applicable)
Higher wages	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Health insurance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Working conditions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Childcare or other family support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
International student support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Remote work/work from home policy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Tuition coverage	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Affordable/accessible parking	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Benefits (e.g., sick leave, parental leave)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Harassment and discrimination prevention	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Funding

14. When did you receive your first graduate assistantship?

If you started in Summer, please choose Fall as your start semester

- Fall 2024
- Spring 2024
- Fall 2023
- Spring 2023
- Fall 2022
- Spring 2022
- Fall 2021
- Spring 2021
- Fall 2020
- Spring 2020
- Fall 2019
- Spring 2019
- Fall 2018
- Before Fall 2018

15. Do you expect to be funded every semester that you are in graduate school at UNM?

- Yes
- No
- I don't know

16. How many semesters do you expect to be funded?

Please enter your best guess or skip if you are not sure.

The value must be a number

17. How many assistantships do you currently have?

Types of assistantships include: *Teaching Assistant (TA), Research Assistant (RA), Graduate Assistant (GA), Project Assistant (PA), UNM or external fellowship*

- 1
- 2
- 3
- 4
- I do not currently have an assistantship or fellowship

18. What type of assistantship do you have?

- Teaching Assistant (TA)
- Research Assistant (RA)
- Graduate Assistant (GA)
- Project Assistant (PA)
- Fellowship (UNM, external, etc.)
- Other

19. What types of assistantships do you have?

Please check all that apply.

- Teaching Assistant (TA)
- Research Assistant (RA)
- Graduate Assistant (GA)
- Project Assistant (PA)
- Fellowship (UNM, external, etc.)
- Other

20. What is your total full-time equivalent (FTE) for this semester?

If you have multiple assistantships, please select their combined FTE. **If other, please type a value between 0 and 0.75 (e.g., 0.6).** You do not need to include the hour per week equivalency.

- 0.25 FTE (equivalent to 10 hours per week)
- 0.5 FTE (equivalent to 20 hours per week)
- 0.75 FTE (equivalent to 30 hours per week)
- Other

21. In the average week, do you work the number of hours that your contract states?

For example, if you have a 0.5 FTE, do you work 20 hours per week on average?

- I work the *same* amount of hours that my contract states
- I work *fewer* hours than my contract states
- I work *more* hours than my contract states

22. In the average week, please estimate how many hours you work towards your assistantship(s).

You must enter a number. Please do not include time spent on classwork.

The value must be a number

23. Please estimate your **average monthly take home pay** from your current assistantship(s).

Your take home pay is the amount on your pay stub or the amount deposited in your bank account. Please do not include the dollar sign (\$).

The value must be a number

24. Do you expect to have an assistantship next semester (Spring 2025)?

- Yes
- No
- I don't know

International Students

25. Are you an international student?

Yes

No

26. How important are these issues to you?

Please select n/a (not applicable) if the issue does not apply to you.

	1 (not important)	2	3	4 (very important)	n/a (not applicable)
Visa application assistance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Professional legal support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Visa and/or SEVIS fee reimbursement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Protected time off for visa renewal	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Financial support for immigration	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Anti-discrimination training for supervisors	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Language training/support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Emergency fund for immigration issues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunities for summer funding	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

27. Do you feel like your status as an international student impacts your treatment by faculty/staff?

- No
- Yes
- I don't know

28. Have you had unexpected costs related to immigration?

- Yes
- No

29. What were the unexpected costs? How much were they?

If you are comfortable, please elaborate:

30. Have you had visa issues?

- Yes
- No

31. What were your visa issues? Did the university help?

If you are comfortable, please elaborate:

32. Are you satisfied with the Global Education Office (GEO) on campus?

- Yes
- No

33. What was your experience with GEO?

If you are comfortable, please elaborate:

34. Please provide any further comments on how being an international student has impacted you at UNM.

Health Insurance

35. How important are these issues to you?

Please select n/a (not applicable) if the issue does not apply to you.

	1 (not important)	2	3	4 (very important)	n/a (not applicable)
Network coverage, access to preferred doctors/specialists	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lower deductibles, co-pay, out-of-pocket, cost of medication	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Dental insurance at no cost	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Vision insurance at no cost	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Expanded mental health care at no cost	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
LGBTQ+ healthcare coverage	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

36. Do you currently have UNM's graduate student health insurance?

- Yes, it is my only health insurance
- Yes, but I also have coverage elsewhere
- No, but I have coverage elsewhere
- No, I do not have health insurance

37. Do you have UNM graduate student health insurance for your spouse/domestic partner?

- Yes, it is their only insurance
- Yes, but they also have coverage elsewhere
- No
- I do not have a spouse/domestic partner

38. Do you have UNM graduate student health insurance for your children/dependents?

- Yes, it is their only insurance
- Yes, but they also have coverage elsewhere
- No
- I do not have children/dependents

39. Do you pay for vision and dental coverage through your UNM graduate student health insurance plan?

- Yes, I pay for vision
- Yes, I pay for dental
- Yes, I pay for both
- No

40. Please check all that apply.

- I have had to use student loans to cover healthcare expenses
- I have opted out of UNM healthcare to join someone else's plan or purchase from the Affordable Care Act (ACA) Marketplace
- I have opted out of UNM healthcare and gone without health insurance
- I have ignored issues or delayed treatment due to the cost of care
- I have had issues with insurance claims for medical services provided outside of Student Health and Counseling (SHAC)

41. Do you use UNM Student Health and Counseling (SHAC)?

- Yes
- No

42. How satisfied are you with UNM Student Health and Counseling (SHAC)?

This includes types of services offered, quality of providers, satisfaction with care, etc.

- | | | | |
|-----------------------|-----------------------|-----------------------|-----------------------|
| 1 (not satisfied) | 2 | 3 | 4 (very satisfied) |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

43. Please provide any additional comments regarding the questions above or other issues related to your healthcare.

Children and Dependents

44. Do you have children or dependents?

- Yes
- No

45. Do you use UNM's childcare services?

This includes the UNM Children's Campus for Early Care and Education (UNMCC) infant, toddler, pre-school, and pre-k programs.

- Yes
- No

46. Please check all that apply.

- I want to use UNMCC, but I am on the waitlist
- I need childcare but cannot afford UNMCC childcare
- I need childcare but I cannot afford private childcare
- My spouse/domestic partner or extended family helps with childcare
- I have been denied time off by my supervisor to care for my child/dependent due to their illness or emergency
- I do not need childcare

47. Are you satisfied with UNM's childcare services?

This could include cost, quality of providers, hours, etc.

- Yes
- No

48. If you are comfortable, please elaborate:

49. Please provide any additional comments regarding the questions above or other issues related to your children/dependents.

Benefits

Please answer the following questions about vacation leave and sick leave

50. Have you used any of your paid sick leave?

Graduate students at UNM are entitled to **two weeks** of paid sick leave every semester.

- Yes
- No, I haven't needed it
- No, I have wanted to use sick leave but was not permitted by my supervisor
- No, I was not aware that graduate students are entitled to two weeks of paid sick leave

51. Have you ever wanted to take time off but didn't feel comfortable asking your supervisor?

- Yes
- No

52. How important is guaranteed parental (maternity/paternity) leave to you?

1 (not important)

2

3

4 (very important)

53. Have you ever been denied time off for any reason?

- Yes
- No

54. If you are comfortable, please explain:

55. Please provide any additional comments regarding the questions above or other issues related to your benefits.

Working Conditions

56. How important are these issues to you?

Please select n/a (not applicable) if the issue does not apply to you.

	1 (not important)	2	3	4 (very important)	n/a (not applicable)
Class size limits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Office space	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Clear job descriptions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Materials provided by the department/university	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
TA training	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strict contract enforcement (duties, hours, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lab safety/lab safety training	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

57. Do you have an office on campus?

- Yes, I share an office with other people
- Yes, I have my own office
- No

58. How often do you work from home?

- Yes, 5+ days per week
- Yes, 3-4 days per week
- Yes, 1-2 days per week
- No, 0 days per week

59. Has your department/supervisor ever not allowed you to work from home?

- Yes, it is a department policy that I cannot work from home
- Yes, it is my supervisor's policy that I cannot work from home
- Yes, occasionally but it is not a policy
- No, I have never been prohibited from working from home

60. Has your department/supervisor provided you with materials needed to work from home?

- Yes
- No

61. Do you feel you were adequately trained to perform your role in your assistantship?

This includes being trained as a TA, RA, PA, GA, etc.

- | | | | | |
|----------------------------|-----------------------|-----------------------|-----------------------------|---|
| 1 (not adequately trained) | 2 | 3 | 4 (very adequately trained) | n/a, I did not feel my position required training |
| <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

62. Please provide any additional comments regarding the questions above or other issues related to your working conditions.

Wages and Expenses

Please answer the following questions about your wages.

63. How important are these issues to you?

Please select n/a (not applicable) if the issue does not apply to you.

	1 (not important)	2	3	4 (very important)	n/a (not applicable)
Higher wages	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Guaranteed summer funding	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Guaranteed fall/spring funding	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Tuition and fees fully covered by UNM	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

64. What is your living situation?

Please check all that apply.

- I live alone
- I live with roommates
- I live with my spouse/domestic partner
- I live with my children/dependents
- I live with my parents
- Other

65. How many people do you live with?

Please include yourself.

- 1
- 2
- 3
- 4
- 5 or more

66. Please estimate your household's **annual take home pay**.

Do not include your roommates' income, unless you share living expenses. Please do not include the dollar sign (\$).

The value must be a number

67. Are you permitted to have additional employment outside of UNM?

- Yes
- No, my immigration status prevents me from having additional employment
- No, my UNM contract prevents me from having additional employment

68. Do you have additional employment outside of UNM **during the school year**?

- Yes
- No

69. In the average week, how many hours do you work at your additional place of employment **during the school year**?

Do not include summer employment. You will be asked about summer employment in the following question.

The value must be a number

70. In the average month, what is your take-home pay from your additional employment **during the school year**?

Please do not include the dollar sign (\$).

The value must be a number

71. Do you have additional employment outside of UNM **during the summer**?

- Yes
- No

72. In the average week, how many hours do you work at your additional place of employment **during the summer?**

The value must be a number

73. In the average month, what is your take-home pay from your additional employment **during the summer?**

Please do not include the dollar sign (\$).

The value must be a number

74. Which of the following additional sources of financial support do you receive?

Please check all that apply.

- Off-campus employment during the school year
- I receive government assistance (e.g., WIC, SNAP benefits)
- Student loans
- Off-campus employment during the summer
- I do not receive additional income
- Parental financial support
- Income/financial support from a domestic partner/spouse
- Other

75. Do you use a food pantry?

Please check all that apply.

- Yes, I use the UNM Lobo Food Pantry
- Yes, I use a community food pantry
- No
- Other

76. Please respond to the following statement: Without financial support from my spouse/domestic partner/parents, **I would not** be able to afford graduate school at UNM.

- True
- False
- I don't receive this type of support

77. Who do you support with your income?

Please check all that apply.

- My domestic partner or spouse
- My children/dependents
- My parents, grandparents, siblings, and/or other extended family
- My friends
- I do not support anyone besides myself with my income
- Other

78. Do you own or rent your place of residence?

- Own
- Rent
- Other

79. In the average month, how much does **your household** spend on rent/mortgage including utilities?

Please do not include the dollar sign (\$).

The value must be a number

80. In the average month, how much do **you** spend on rent/mortgage including utilities?

Please do not include payments made by others in your household. Please do not include the dollar sign (\$).

The value must be a number

81. Please rate your financial security

1 (not secure at all)

2

3

4 (very secure)

82. Please provide any other comments about your wages and financial security.

Accessibility

83. How important are these issues to you?

Please select n/a (not applicable) if the issue does not apply to you.

	1 (not important)	2	3	4 (very important)	n/a (not applicable)
Better support from the Accessibility Resource Center (ARC)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Clear procedure for how TAs handle student disability accommodations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mandatory in-person faculty training on accessibility accommodations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Building access (e.g., more ramps, better mobility infrastructure)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Restroom access (e.g., more accessible toilets)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

84. Broadly speaking, is UNM accessible for your needs?

Yes

No

85. If you are comfortable, please explain what could be improved:

86. Please provide any further comments on your accessibility needs at UNM.

Harassment and Discrimination

In an effort to improve overall workplace culture, we'd like to know more about the experiences of members of our bargaining unit as it relates to harassment and discrimination. These data will not be shared publicly and are only used to improve our bargaining demands.

87. Have you felt harassed or discriminated against based on a protected class of which you are a member?

Protected classes include: *race, color, age, ancestry, national origin, gender identity, genetic information, serious medical condition, mental/physical disability, pregnancy, religion, sex, sexual orientation, spousal affiliation, and veteran status.*

Yes

No

88. If you are comfortable, please elaborate:

89. Have you ever filed or considered filing a harassment or discrimination complaint with the Office of Equal Opportunity (Title IX)?

Yes

No

90. If you are comfortable, please elaborate:

91. Please provide any further comments on harassment and discrimination at UNM.

Parking

Please answer the following questions about parking

92. How do you get to campus?

- Public transportation
- Bike/scooter/skateboard/etc.
- Personal vehicle
- Carpool
- Dropped off
- Walk
- Other

93. Do you drive to campus?

- Yes, 3 or more days per week
- Yes, 1 or 2 days per week
- Yes, several days per month
- No, I have a car and want to drive to campus
- No, I have a car but do not want to drive to campus
- No, I do not have a car

94. Do you have a UNM parking pass?

- Yes
- No

95. Estimate how much you pay for parking per year at UNM.

Please do not include the dollar sign (\$).

The value must be a number

96. Because of lack of accessibility to parking, I have...

Please check all that apply.

- Missed/been late for attending class
- Missed/been late for TAing
- Reduced the number of hours spent on campus
- Not attended extra curricular or department activities
- Lack of parking accessibility has not impacted me
- Other

97. Please provide any additional comments on the questions above or on parking at UNM.

Union Perceptions

98. Have you signed a union card to become a union member?

Yes

No

99. What has prevented you from joining our union?

I don't think that joining our union will impact me

Union membership is too expensive for me

I will only be at UNM for a short amount of time

I don't want to be in a union

I didn't know I had to sign a union card to join our union

I don't agree with political stances publicized by our union

Other

100. Do you consider yourself an active member of our union?

1 (not active)

2

3

4 (very active)

101. What, if anything, has prevented you from being active in our union?

- I don't have time to attend union events
- I trust our union leadership to advocate for my best interests and don't feel that my participation is needed
- Nothing, I am very active in our union
- I don't know how to get involved with our union
- I don't agree with political stances publicized by our union
- I don't want to be active in our union
- Union events are not accessible for me
- I will only be at UNM for a short amount of time
- Other

102. Have you ever...

	Yes	No
Been to a General Membership Meeting (GMM)	<input type="radio"/>	<input type="radio"/>
Attended a union event	<input type="radio"/>	<input type="radio"/>
Signed a union petition	<input type="radio"/>	<input type="radio"/>
Voted in a union election (e.g. executive council, area/department steward, or CBA ratification)	<input type="radio"/>	<input type="radio"/>

103. How receptive to our union are...

	1 (not receptive)	2	3	4 (very receptive)	not sure/don't know
Your department's graduate students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your department's administration/faculty	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

104. Please answer the following questions about department stewards.

If you do not have a department steward, please use the n/a column as appropriate.

	Yes	No	n/a (not applicable)
I know what a department steward does	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I know who my department steward is	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There is someone I can turn to if I have a question about our union	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

105. Please provide additional comments on your participation or membership in our union.

106. Are you familiar with the grievance process?

- Yes
- No

107. Have you ever filed or considered filing a grievance through our union?

<https://unmgrads.ueunion.org/have-a-problem/>

- Yes, I have filed a grievance
- Yes, I have considered filing a grievance but ultimately chose not to
- No, I have never filed or considered filing a grievance
- I don't know enough about the procedure

108. If you are comfortable, please tell us about your grievance(s):

109. How well has our union advocated for issues that are important to you?

1 (not well)

2

3

4 (very well)

110. If you are comfortable, please elaborate.

111. Do you have any other concerns that were not addressed in this survey?

112. **Do we have your permission to share the comments that you provided in this survey, either in our negotiations with the university or in our communications/social media?**

- Yes, with my name
- Yes, with only my department and job title
- Yes, if I am completely anonymous
- No

Thank you!

Thank you for completing this survey! These results will help inform our bargaining priorities when our contract is reopened in Spring 2025. **If you are not a union member, click on this link to sign a union card and join the union:** <https://uecrm.knack.com/ue-crm#join-ue-local-1466-ugw/>

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