

# SAY "NO" TO THE SHAKER SURVEY!

The USPS has rolled out its latest version of the employee opinion survey. This new the "Shaker" survey, named after the company administering it, is being touted as a *"periodic job reviews help to ensure the continued relevance and alignment of selection assessment with job duties, responsibilities and requirements."* The USPS says this new survey will evaluate 54 clerk positions.

By now, everyone should know that the APWU does not support employee surveys and encourages all employees to boycott them. The questions may seem harmless, but they are very carefully crafted to generate specific desired results.

**Some Past History:** In the 1990's, the USPS introduced the first employee surveys. They told the unions that the surveys would be used for internal purposes only to improve working conditions and Labor / Management relations. Based on those assurances, the Unions endorsed the survey and encouraged employees to participate. As with the Shaker survey the questions on the original survey appeared innocuous enough: *"Do you feel challenged at work?"*; *"How satisfied are you with your wages?"* etc...

Not long afterwards, the USPS and APWU began arbitration on a National Agreement. During the hearings, the USPS used the survey results against postal workers in an attempt to drive down wages and workplace rights. The USPS testified that postal workers don't want a raise because the surveys showed they were *"satisfied with their wages"*. They also said that workers want their workload increased because they don't feel challenged on the job. These are just some of the ways the USPS used employee survey responses against employees.

Since that time the APWU has boycotted all USPS surveys. On that first occasion, the USPS gave us their word that the surveys would be used to better employee relations. They broke their promises.

**Some Recent History:** In 2011, the USPS surveyed Maintenance Support (MOS) Clerks about their duties and their job. Many MOS clerks completed the surveys and turned them in.

In 2012, the USPS announced that, based on *"extensive surveys and reviews"* they were changing the formula used to calculate the number of MOS Clerks needed in each facility. As a result, there was a nationwide reduction in the number of MOS clerks. Once again, the USPS claimed to be seeking information to better employee relations only to twist the survey results and use them to eliminate jobs.

We cannot fall into those same traps again. Fool us once, shame on you; Fool us twice, shame on us.

# BOYCOTT THE SHAKER SURVEY!