PSU Workload Survey Results  
330 responses as of July 10, 4pm

Using the contract language, do you believe that your workload is unreasonable or excessive?
(329 responses)

<table>
<thead>
<tr>
<th></th>
<th>Yes</th>
<th>No</th>
<th>Maybe</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>89</td>
<td>127</td>
<td>113</td>
</tr>
<tr>
<td>Percentage</td>
<td>27%</td>
<td>39%</td>
<td>34%</td>
</tr>
</tbody>
</table>

If you answered YES or MAYBE to the last question, what would you point to as evidence? (Please check all that apply in your case.) - 210 responses

- Working more than 40 hours a week: 116 (55%)
- Working through lunches and breaks: 167 (78%)
- Working at home and in my off hours: 120 (57%)
- Responding to work-related emails, texts, and calls when I'm not at work: 157 (75%)
- Feeling like I can't take vacation and personal time: 93 (44%)
- Coming to work when I should be home sick: 71 (34%)
- Rarely having the time to fully prepare for or follow up from meetings: 93 (44%)
- New responsibilities keep getting added but few if any get taken away: 129 (61%)
- I am rarely and/or inadequately trained for new responsibilities & technologies: 57 (27%)
- We are permanently understaffed: 109 (52%)
- We have long-standing unfilled positions: 73 (35%)
- Work is too stressful: 56 (27%)
- Work encroaches on and adversely affects my personal life: 73 (35%)
- Work encroaches on and adversely affects my health: 71 (34%)
- Other: 13 (6%)

Is it possible for you to complete your work successfully in 37.5 hours per week? (328 responses)

<table>
<thead>
<tr>
<th></th>
<th>Yes, always</th>
<th>Yes, usually</th>
<th>Sometimes</th>
<th>Rarely</th>
<th>Never</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>20</td>
<td>110</td>
<td>101</td>
<td>50</td>
<td>47</td>
</tr>
<tr>
<td>Percentage</td>
<td>6%</td>
<td>34%</td>
<td>31%</td>
<td>15%</td>
<td>14%</td>
</tr>
</tbody>
</table>

Counting everything you do for work (except for any compensated on-call responsibilities), how often do you work more than 40 hours in a week? (327 responses)

<table>
<thead>
<tr>
<th></th>
<th>Always/almost always</th>
<th>Most of the time</th>
<th>About half the time</th>
<th>About a quarter of the time</th>
<th>A few weeks a year</th>
<th>A week or two a year</th>
<th>Never</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>46</td>
<td>53</td>
<td>44</td>
<td>40</td>
<td>69</td>
<td>40</td>
<td>35</td>
</tr>
</tbody>
</table>
If you do work more than 40 hours in a week, can you flex your schedule (come in late or leave early) enough in an adjacent week to average less than 40 hours? (309 responses)

- I never work more than 40 hours in a week. 13 4%
- Yes, I can flex my schedule and my average work week stays at or under 40 hours 63 20%
- I can usually flex and, when we're too busy to flex, I get comp time. 47 15%
- I can usually flex but, when we're too busy to flex, I do not get comp time. 58 19%
- I cannot flex my schedule but I do get comp time. 22 7%
- I do not flex my schedule and I do not get comp time. 73 24%
- Other 33 11%

How is your time kept? (326 responses)

- I fill out a time card 140 43%
- I enter it into an online system 99 30%
- The department or my supervisor keeps it for me 44 14%
- I don't know 7 2%
- Other 36 11%

Anything else you’d like to say?

Thanks to the 86 people who answered this question. We are going through all of the open-ended responses but many of them ask for confidentiality or relay personal stories that should stay private. They provide important details and context that we will share with the bargaining team and at some point we may try to summarize the main points and ideas to share with all members.