

MEMO

To: Interested parties
From: Emma White and Ethan Santangelo
Re: Results of a statewide voter survey
Date: November 12, 2021

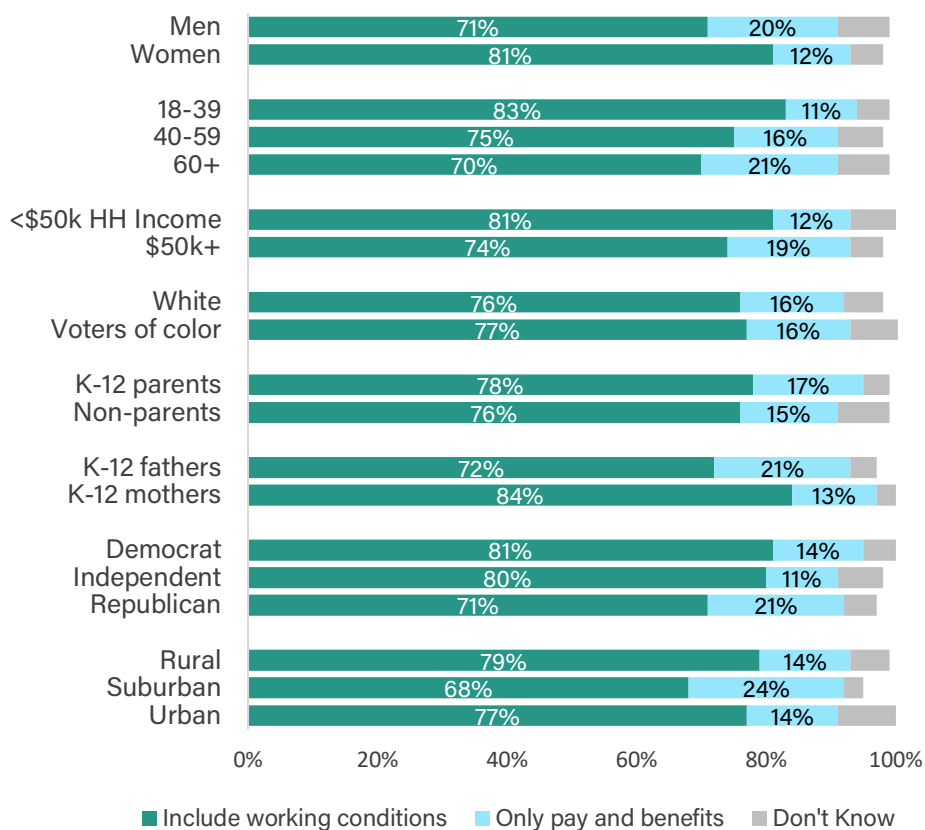
Our 2021 survey of Indiana voters finds **strong support for the expansion of collective bargaining for educators to include working conditions rather than only pay and benefits.**¹ In particular, the survey shows:

- **Large majorities of voters say educators should be able to negotiate collectively for working conditions such as class sizes, safety conditions, and prep periods as well as pay and benefits.** After hearing the explanation that unions negotiate a contract for employees, large majorities of Indiana voters say educators should be able to negotiate all of the following as part of their contract with the school district:
 - Benefits like health care and retirement (89%);
 - How much they are paid (87%);
 - Health and safety issues such as ventilation (86%) and safe drinking water (80%);
 - Maximum class sizes (80%);
 - Periods during the day to prepare and grade work (80%);
 - Number of hours worked (75%);
 - Students' access to music, art, gym, library, and other enrichment classes (72%);
 - Number of days worked (71%);
 - Policies for student discipline (67%); and
 - Recess periods for students (66%).

¹ The survey was conducted July 10-15, 2021 by live interviewers via landline and cell phone among 600 registered voters in Indiana, including an oversample of 200 voters who are parents of K-12 students. The survey has been weighted by parental status, education, and modeled partisanship to reflect the population.

- **When asked to take a position on what collective bargaining should encompass, most voters support the inclusion of working conditions versus only pay and benefits.** Seventy-six percent agree that “Educators should be able to negotiate as a group for working conditions like class sizes and prep periods as well as for fair pay and benefits.” This contrasts with only 16% of voters who say, “Contracts for educators should cover pay and benefits but should not include working conditions.”
- **Support for educators negotiating working conditions holds, regardless of political identification or demographic group.** As shown in Figure 1, a substantial majority of voters support the inclusion of working conditions in collective bargaining agreements across demographic and political lines.

Figure 1: Support for Including Working Conditions in Educator Contracts



Overall, the survey finds that Indiana voters, across gender, age, class, race, political affiliation, parental status, and geography, support the expansion of collective bargaining agreements for educators to include working conditions.