

2009 STATE UNIT 2 MEMBERS' NEGOTIATION SURVEY

As an FOP-OLC member, you are being asked to provide input for collective bargaining. This survey is an attempt to get the broadest possible representation of ideas for the upcoming negotiations by asking you what is important. **THIS SURVEY MUST BE RETURNED TO YOUR COMMITTEE MEMBER WHO MAILED IT TO YOU, OR THE ADDRESS BELOW BY APRIL 17, 2009.** This may also be emailed to **jbardeen460@ameritech.net. PLEASE RESPOND AS SOON AS POSSIBLE.**

## GENERAL PROBLEM AREA

Please list the most significant problem which you, personally, have experienced under the current contract

<u>PROBLEM AREA</u>	<u>EXPLANATION:</u>

## CHECKLIST

Please indicate if you have had a problem with each of the following areas during the current contract.

- Racial, Gender or Union participation discrimination
  - Probationary periods
  - Time off for grievance processing
  - Appropriate materials not being placed in personnel files
  - Investigatory interviews
  - Pre-disciplinary hearings
  - Appropriateness of amount of discipline
  - Work Rules not consistent with contract
  - Bargaining Unit work being done by non-members of the bargaining unit
  - Overtime language not being clear
  - Unable to use accrued compensatory time
  - Unable to use personal leave
  - Unable to use vacation
  - Shift selection
  - Occupational Injury leave
  - Disability leave
  - Court pay
  - Sick leave usage
  - Unable to get Holidays off

COMMENTS OR ADDITIONS TO THE ABOVE

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ECONOMICS

1. Given the state's budget situation, what would be a reasonable and realistic three year wage settlement? \_\_\_\_\_, \_\_\_\_\_

2. What pay supplement is most important to you? \_\_\_\_\_

3. In what area should your committee concentrate for possible money beyond any pattern settlement? \_\_\_\_\_

4. What fringe benefit is most important to you \_\_\_\_\_

5. Insurance costs have increased dramatically and are projected to continue increasing. In dealing with this problem, which **ONE** of the following would you prefer?

\_\_\_\_\_ A. Increase the amount you pay monthly but try to keep the insurance coverage about the same.

\_\_\_\_\_ B. Shift more costs to those who use insurance by raising deductibles and co-pays for office visits and prescriptions rather than increasing monthly premium payments.

\_\_\_\_\_ C. Increase the maximum yearly amount which you would have to pay if you use medical insurance.

6. Currently you pay about 15% of your insurance premium and the state pays 85%. Currently also your insurance pays for 80% of the cost after deductible. Because of massive increases in insurance costs, the state may propose raising your percentages to 20% and lowering theirs to 80% in both instances. If you absolutely had to choose only between the following options, which one would you choose?

\_\_\_\_\_ A. Maintain the 85% / 15% premium share

\_\_\_\_\_ B. Reduce insurance levels or raise co-pays

## COMMENTS OR ADDITIONS TO ECONOMICS

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**PLEASE RATE EACH ITEM BELOW ON THE FOLLOWING SCALE: 1=very important 2=important 3=less important 4=not important**

Stopping a management proposal to remove the limited bargaining unit work protections which currently exist in the contract.

Having an independent Department of Administrative Services study conducted of all the pay ranges assigned to classifications in State Unit 2.

Increasing educational opportunities.

**GENERAL AREA OF IMPROVEMENT**

Please list the area of work life that you would like to see improved through the next contract.

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**OTHER INPUT ON CONTRACT**

Please specify anything of importance to you, which may have been overlooked above:

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**MOST IMPORTANT**

What is the single most important change or addition to the contract which you would like to see?

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**PROGRESS OPINION**

1. Compared to your work situation five years ago, are you:

A. better off than you were?

B. worse off than you were?

C. about the same as you were?

2. Compared to other unionized state employees, are you:

A. better off?

B. worse off?

C. about the same?

3. Compared to employees in other states who do similar work, are you:

A. better off?

B. worse off?

C. about the same?

4. What is your reaction to the statement "Generally, my union is going in the right direction"?

A. Strongly agree

B. Agree

C. Disagree

D. Strongly disagree

**STRIKE INFORMATION**

If your committee cannot reach an acceptable and ratifiable agreement with management:

Would you go on strike?

What percentage of your Department or Division do you believe would go on strike?

What percentage of Unit 2 as a whole do you believe would go on strike?

**CONTACT (optional)**

If your committee needs to get in touch with you for further information, please provide:

NAME  EMAIL ADDRESS

DIVISION OR DEPARTMENT

HOME PHONE  WORK PHONE

**PLEASE PLACE IN ENVELOPE AND RETURN TO YOUR COMMITTEE MEMBER, THE ADDRESS BELOW,  
OR EMAIL TO [jbarden460@ameritech.net](mailto:jbarden460@ameritech.net)**

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