

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 jbarden460@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.

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

COMMENTS OR ADDITIONS TO THE ABOVE

ECONOMICS

- Given the state's budget situation, what would be a reasonable and realistic three year wage settlement? _____
- What pay supplement is most important to you? _____
- In what area should your committee concentrate for possible money beyond any pattern settlement? _____
- What fringe benefit is most important to you _____
- 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.
- 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

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.

OTHER INPUT ON CONTRACT

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

MOST IMPORTANT

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

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**

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