



“Our Local Union has launched our campaign for a new contract. The first step is to find out what we, the members, need. You can help by returning this survey and by attending CSEA County Local and Unit meetings. As you know, our success this year will depend on our active involvement as Union members. Our bargaining team is only as strong as the membership standing behind them. WE NEED YOUR IDEAS AND YOUR PARTICIPATION.” Thank you for your support.

Michael Nesci, LRS & Chief Negotiator

Dan Vadala, Local President & Chair, Negotiating Committee

I. A LITTLE ABOUT YOU

Name and Address: _____

Home Phone: _____ County Dept.: _____

Work Phone: _____ Work Location: _____

Job Title: _____ Years of Service: _____

Non-work, Personal Email Address (to receive contract updates): _____

Besides being a CSEA member, what other organizations (Civic, Service, Community, Professional) do you belong to? _____

Before working for the County, what, if any, other labor unions were you a member of? _____

II. DO YOU HAVE ANY CONCERNS WITH THE PRESENT CONTRACT?

The following is a list of existing contract rights and benefits in our present contract. Please let us know if you have/had any concerns with these contract items and any areas you feel need improvement.

- | | |
|--|--|
| <input type="checkbox"/> Out-of-Title Work | <input type="checkbox"/> Employee Leave Benefits |
| <input type="checkbox"/> Work Time & Work Schedules | <input type="checkbox"/> Hours of Work |
| <input type="checkbox"/> Posting & Bidding & Continuous Bidding | <input type="checkbox"/> Lunch Period |
| <input type="checkbox"/> Holidays & Holiday Premium | <input type="checkbox"/> Rest Break |
| <input type="checkbox"/> Chronic Care Differential | <input type="checkbox"/> Vacation |
| <input type="checkbox"/> Meal Allowance | <input type="checkbox"/> Personal Leave |
| <input type="checkbox"/> Physical Exams (D&S) | <input type="checkbox"/> Terminal Leave |
| <input type="checkbox"/> Tardiness & Attendance Rule | <input type="checkbox"/> Sick Leave |
| <input type="checkbox"/> Seniority | <input type="checkbox"/> Extended Sick |
| <input type="checkbox"/> Layoff Procedure | <input type="checkbox"/> Bereavement Leave |
| <input type="checkbox"/> Overtime Compensation | <input type="checkbox"/> Jury Duty & Court Attended |
| <input type="checkbox"/> Shift Differential | <input type="checkbox"/> Civil Service Exam |
| <input type="checkbox"/> Mileage & Parking | <input type="checkbox"/> Childbirth |
| <input type="checkbox"/> Children’s Protective Unit | <input type="checkbox"/> Emergency Service Providers |
| <input type="checkbox"/> Health & Safety | |
| <input type="checkbox"/> Other provisions: (e.g., Promotional Procedure, Disputed Health Claims, Adjudication, etc.) | |

Brief description of any concerns and/or needed improvements, with reason why. (Attach additional sheets if necessary.) _____

III. WHAT OTHER WORK ISSUES NEED TO BE BARGAINED FOR?

Some issues are listed. Please add any other issue you believe needs to be considered for bargaining. Mark 1 through 5 for the issues that are of importance to you: one being the most important and five being the least important.

- | | |
|--|-------------------------------|
| _____ Wages | _____ Seniority |
| _____ "On-Call" | _____ Longevity Pay |
| _____ Reimbursement for required licenses & fees | _____ Tuition Reimbursement |
| _____ Work Time & Schedule | _____ Mileage & Parking |
| _____ Overtime Compensation | _____ Employee Leave Benefits |
| _____ Grievance & Arbitration Process | |
| _____ Other _____ | |
| _____ Other _____ | |
| _____ Other _____ | |

For any of the items you have ranked as "1", please briefly explain the justification of it's ranking. (Attach additional sheets, if necessary.) _____

IV. OUR SUCCESS DEPENDS ON YOUR HELP

"The Union" cannot attain a good contract without member support because the members are the Union. Now that you have thought about priorities for bargaining, please indicate which responsibilities you can share to help build our negotiating strength. Your Local and Unit Officers will contact you with more details.

- Serve on a special union committee to coordinate bargaining support activities.
- Distribute union information on negotiations to my co-workers.
- Be part of a phone tree to contact other workers when our reps need to get a message out quickly.
- Attend rallies or special events to show we support our bargaining proposals.
- Help build support among local community groups.
- Help with research to develop and support our bargaining proposals.
- Any other kind of support you can offer? _____

Any additional comments you would like to offer about contract negotiations or about CSEA; your Union.

Please return this survey no later than August 1, 2019 to CSEA Onondaga Local 834 @ 5815 Heritage Landing Drive, East Syracuse, New York 13057 or your Unit President. Again, thank you for your support!