

# CSEA Unit 9200

Civil Service Employees Association Westchester County Employees  
Jack McPhillips, President

## QUESTIONNAIRE FOR CONTRACT NEGOTIATIONS

The CSEA Unit 9200 Contract Negotiation Committee members would like your thoughts and opinions on what matters to you in regards to our next contract. The next contract term starts January 1, 2006. Negotiations with the County administration should commence in July of 2005. This survey form is your voluntary opportunity to communicate with the Negotiation Committee. Tell us what you want in the next contract. What have you heard other departments are giving to their workers that you would want for all CSEA workers? What is annoying in your department that might be fixed by negotiations to include in the contract? What is important to you that are costing you money or wasted time? What don't you like about the changes to the current contract? This is an open opportunity to verbalize your thoughts on this most important issue. Discuss this with co-workers !

Your input is encouraged and appreciated.

Indicate a letter which best describes your priority for each of the following categories:  
(A) = High Priority (B) = Medium Priority (C) = Low Priority

### SALARY WAGES AND HEALTH BENEFITS

1. Increased Wages: \_\_\_\_\_
2. What do you expect to be a yearly fair wage increase?
  - Less than 2% \_\_\_\_\_
  - Between 3% and 5% \_\_\_\_\_
  - Over 5% \_\_\_\_\_
  - Formula using cost of living increase/Consumer Price Index \_\_\_\_\_
3. Longevity payments \_\_\_\_\_
4. Shift Differential \_\_\_\_\_
5. Uniform Allowance \_\_\_\_\_
6. Improve Medical Health Benefits and/or Vision & Dental benefits. Please explain...  
\_\_\_\_\_
7. Hazardous Duty Differential \_\_\_\_\_
8. Parking \_\_\_\_\_
9. Negotiate Language for Personal Safety, Security & Safety Equipment \_\_\_\_\_
10. Improve Building Air Quality \_\_\_\_\_

### LEAVES, HOLIDAYS AND TIME

11. Bereavement Leave – please explain... \_\_\_\_\_
12. Clear language for Flex and Compressed Time \_\_\_\_\_

### EMPLOYEE RIGHTS

13. The need to modify the current Grievance Procedure - explain... \_\_\_\_\_  
\_\_\_\_\_
14. The need to modify the current Disciplinary Procedure - explain... \_\_\_\_\_  
\_\_\_\_\_
15. Sick Leave Documentation Policy \_\_\_\_\_
16. Day Care \_\_\_\_\_

### PRIORITIES

Please list the five most important issues for you

- |                       |                       |
|-----------------------|-----------------------|
| 17. Priority Number 1 | Question Number _____ |
| 18. Priority Number 2 | Question Number _____ |
| 19. Priority Number 3 | Question Number _____ |
| 20. Priority Number 4 | Question Number _____ |
| 21. Priority Number 5 | Question Number _____ |

Please staple other sheets with your thoughts if needed. Attach any articles or stories about other counties or cities that support your ideas or desires for the new contract.

