



# Contract Survey

The 1199 Contract covering 8,500 state employees expires on June 30, 2009. Although we are more than a year away from our contract expiration, we are starting the negotiation process now. It is our intention to begin negotiations with the State of Connecticut in September, so that we have a contract ready for a vote by the General Assembly during the 2009 legislative session.

This contract survey is an important first step. We cannot proceed with the negotiation process until these surveys have been filled out and returned. Return your completed survey to your delegate or organizer by Friday, May 30, 2008.

## **RETURN YOUR COMPLETED SURVEY BY May 30, 2008**

**Mail to:** District 1199  
77 Huyshope Ave.  
Hartford, CT 06106

**Fax:** 860-251-6049

Name \_\_\_\_\_ Address \_\_\_\_\_

Apt. \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ ZIP \_\_\_\_\_

Home Phone \_\_\_\_\_ Work Phone \_\_\_\_\_ Workplace \_\_\_\_\_

Job Classification \_\_\_\_\_ Years of State Service \_\_\_\_\_ Shift \_\_\_\_\_

Home e-mail (*Very important! We want to give members quick updates on negotiations*) \_\_\_\_\_

1. Are the current contract provisions that protect your job security adequate?  Yes  No
- If you answered "no," how would you improve those protections?

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2. Have you ever attempted to have your job upgraded?  Yes  No
- If you answered "yes," did you receive an upgrading?  Yes  No

3. Has your job changed substantially during the past four years?  Yes  No

4. Has your case load increased?  Yes  No
- If you answered "yes," from what to what? \_\_\_\_\_

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5. Are you eligible for overtime pay or do you receive comp time?  Overtime  Comp time
- If you receive comp time, do you utilize your comp time?  Yes  No

6. Have you filed a reclassification grievance in the past four years?  Yes  No
- If "yes," did you win?  Yes  No

7. Do you receive service ratings every year?  Yes  No
- Did you think the service rating was accurate?  Yes  No
  - Have you received a service rating that included derogatory comments?  Yes  No
  - Have you ever received a service rating that you wanted to file a grievance about?  Yes  No
  - Is the service rating system a fair one?  Very Fair  OK  Not Accurate  Very Unfair

8. Have you had your work schedule changed during the past four years?  Yes  No
- Were there Union/Management negotiations?  Yes  No

9. Do you have the option of flex time?  Yes  No
- If "no," would you like the option of flex time?  Yes  No

10. Does your job classification work evenings and/or weekends?  Yes  No
- Do you receive differential pay for evening and weekend work?  Yes  No
  - If you answered "no," do you believe you should receive additional pay?  Yes  No
  - If you do receive shift or weekend pay, is the pay adequate?  Yes  No

11. Have you filed a grievance or has the Union filed a grievance on your behalf in the last four years?  Yes  No
- If "yes," do you think the outcome was fair?  Yes  No
  - How long did it take to settle your grievance? \_\_\_\_\_

12. Are there any serious safety issues in your work area? (eg. Short Staffing)  Yes  No
- If "yes," please explain.

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13. What special training is needed to do your job? Explain.

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14. Does the State provide you with this special training?  Yes  No

15. Have you received tuition reimbursement under the Union contract ?  Yes  No
- If "yes," was the amount of money you received adequate to cover the cost?  Yes  No
  - Did you have difficulty receiving your reimbursement?  Yes  No

16. Have you received conference funds under the Union contract?  Yes  No
- If "yes," was the amount of money you received adequate to cover the cost?  Yes  No
  - Did you have difficulty receiving your reimbursement?  Yes  No

17. Do you work with contract employees, agency nurses, 120-day employees (workers who provide consulting services to the State)?  Yes  No
- Do these employees generally do a good job?  Yes  No
  - Are these employees responsible for preparing your service rating?  Yes  No
  - Do they supervise you?  Yes  No

