



SPFPA | Wage and Benefit Survey

All information will be kept strictly confidential.

The purpose of this survey is to collect information to better understand your present working conditions and to see how SPFPA can help you and your co-officers achieve a better standard of living for you and your families.

Security Officer Wage and Benefit Survey Instructions: Read each question carefully, then print the correct answer on the line next to the question, (Mark an X as many as applies.)

1. How would you rate your present working conditions at your workplace?

____ (a) Poor ____ (b) Fair ____ (c) Good ____ (d) Excellent

2. Of the following issues, which ones apply to your workplace?

____ (a) Poor job security ____ (b) No voice on the job ____ (c) Poor wages
____ (d) No respect from employer ____ (e) Poor Benefits ____ (f) Poor working conditions

3. Do you feel you have an adequate security force at your facility? ____ (a) Yes ____ (b) No

4. How does the company base its yearly raises?

____ (a) Favoritism No. yearly raises: _____
____ (b) Years of service
____ (c) Job Performance Date of last raise: _____
____ (d) Individually
____ (e) As a group How much per hour: _____

5. Do you feel the company DOES NOT RESPECT your position as a Security Professional?

____ (a) Yes ____ (b) No

6. What benefits do you receive form your company?

____ (a) Paid hospitalization for you and your family ____ (b) Paid hospitalization single coverage
____ (c) Paid dental plan ____ (d) Paid pension plan ____ (e) How much per hour

WHEN COMPLETED, SEND TO SPFPA
25510 Kelly Road, Roseville, Michigan 48066 (1 800 228.7492)

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Do You Co-Pay part of your Medical Insurance? _____ (a) Yes _____ (b) No How much per hour: \$ _____

I Do NOT receive Paid Medical Insurance from My Company _____

How many paid Sick Days do you receive annually? _____

How many paid Vacation Days do you receive annually? _____

How many paid Holidays do you receive annually? _____

How many Bereavement Days do you receive annually? _____

This section is designated to tell us what you expect SPFPA to achieve through NEGOTIATIONS at Your UNION CONTRACT.

Do You receive Shift Differential? _____ (a) Yes _____ (b) No How much per hour: \$ _____

Do you feel your company has an adequate training program? _____ (a) Yes _____ (b) No

Rates of pay increases you would like to receive under Your Union Contract

First year per hour \$ _____ Second year per hour \$ _____ Third year per hour \$ _____

Have you ever been a member of a security union before? _____ (a) Yes _____ (b) No

Do you think your contract should have a Strong Job Security Clause which requires your company to submit proof to the union as to any disciplinary action taken against you? _____ (a) Yes _____ (b) No

Do you think your contract should provide for hospitalization benefits including prescription and dental benefits for you and your family paid for by the company? _____ (a) Yes _____ (b) No

How many paid sick days should you receive a year? _____

Does your employer contribute to your pension plan? _____ (a) Yes _____ (b) No How much per hour: \$ _____

When SPFPA starts to Negotiate Your Contract on your behalf, what Benefits would be most important to you and your family? (Mark an X as many as applies.)

_____ (a) Job security _____ (b) Family health coverage _____ (c) Sick days _____ (d) Holidays
_____ (e) Vacation _____ (f) Retirement _____ (g) Short-Staffing _____ (h) Wages
_____ (i) Respect _____ (j) All of the above benefits associated with UNIONIZATION

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SPFPA Membership Application

International Union, Security, Police and Fire Professionals of America (SPFPA)

Print Name: _____

Home Address: _____

City: _____

State: _____

Zip: _____

Home Tel: _____

Cell: _____

Employer Name: _____

Work Location _____

Position: _____

Present Rate of Pay: _____

Years There: _____

FT/PT: _____

Shift: _____

Work#: _____

Email Address: _____

I, the undersigned, hereby authorize the International Union, SPFPA as my exclusive representative in collective bargaining.

SIGNATURE _____

DATE _____

IMPORTANT: Do Not Forget to Date and Sign Your SPFPA Membership Application!

Visit our website at: www.SPFPA.org

SPFPA is the largest Security, Police and Fire Protection Union in the United States Today!

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