

Dear CSEA Brothers and Sisters:

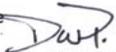
You should have received an email at your workplace from County Administration regarding the upcoming Workplace Climate Survey. Tompkins County has contracted with the Kaleidoscope Group, a professional services firm with considerable experience developing organizational assessments, to provide and administer a completely anonymous survey that will be offered to all employees in early 2015. The survey questions are designed to provide information on many different aspects of our employment, including:

- * Work satisfaction
- * Commitment to the organization
- * Leadership effectiveness
- * Inclusiveness and diversity
- * Effective communication
- * Opportunities for professional development
- * Accountability

The CSEA White Collar Unit has committed to assist with outreach and education activities to aid successful implementation of the Workplace Climate Survey. We support and encourage our union members to complete the survey. We feel confident that the survey results will be shared and used to develop action plans focused on areas where improvement is needed. Again, your responses will be anonymous and will go straight to the Kaleidoscope Group.

Please answer the survey when it arrives. Feel free to contact Sue Wrolstad, White Collar Secretary, with any questions or concerns at 274-6333.

In solidarity,

Doug Perine
President 
Tompkins County White Collar Unit.

P.S. If you know of any employee in your workplace that does not receive county email, please inform them of this email.