

## CUPE 59 Bargaining Survey

Dear CUPE 59 Member:

We will be entering another round of negotiations in the near future. As always, CUPE is seeking a freely negotiated settlement that address the priorities of our members. The results of this survey will be shared with members and will form the basis of our proposals during the negotiating process. We need your input and support. Individual survey results will be kept confidential and will only be reported in aggregate.

### Employment Information:

1. What is your current employment status?

- 1) Permanent full-time
  - 2) Permanent part-time
  - 3) Call-in/availability
  - 4) Seasonal full-time
  - 5) Seasonal part-time
  - 6) Temporary
  - 7) Other (please specify)
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2. What is your general job group?

- 1) Office and Clerical
  - 2) Trades and Technical
  - 3) Labourers and Equipment Operators
  - 4) Professional
  - 5) Other (please specify)
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3. What is your position? -

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4. How many years have you been with the City?

- 1) Less than 1 year
- 2) 2 to 5 years
- 3) 6 to 10 years
- 4) 11 to 15 years
- 5) 16 to 20 years
- 6) More than 20years

5. What Department do you work in?

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**Bargaining Priorities:**

In the following tables, please rate each topics' importance level using a scale of 1 to 5, where 1 means 'not important' or not a high priority and 5 means 'very important' or highest priority and willing to take action (i.e. strike) to obtain.

**Economic Issues:**

1 = not important

5 = very important

Wage increases	1	2	3	4	5	N/A
Superior duty pay	1	2	3	4	5	N/A
Improved vacation benefits (i.e. earlier access to vacation weeks)	1	2	3	4	5	N/A
Improvements for shift differential (i.e. weekend/ night premiums)	1	2	3	4	5	N/A
Addition of danger pay	1	2	3	4	5	N/A
Maternity leave top up	1	2	3	4	5	N/A
Improved parental or adoption leave	1	2	3	4	5	N/A
Increased discounts for bus passes	1	2	3	4	5	N/A
Improved funding for educational or technical training	1	2	3	4	5	N/A
Improved clothing allowance (i.e. protective equipment/ boot allowance)	1	2	3	4	5	N/A
Work towards parity of 40 hr vs. 36.67 workers. (total hours of work, compensation etc.)	1	2	3	4	5	N/A
Retention of severance	1	2	3	4	5	N/A
Other economic issues (specify)	1	2	3	4	5	N/A

Please rank the 3 most important economic issues with 1 being most important, 2 being second most important and 3 being third most important.

- \_\_\_\_\_ Wage increases  
 \_\_\_\_\_ Superior duty pay  
 \_\_\_\_\_ Improved vacation benefits  
 \_\_\_\_\_ Improvements for shift differential

- Addition of danger pay  
 Increase steps in pay grade  
 Maternity leave top up  
 Improved parental or adoption leave  
 Increased bus pass discounts  
 Improved funding for educational or technical training  
 Improved clothing allowance  
 Parity in hours worked, compensation, etc.  
 Retention of severance  
 Other (please specify) \_\_\_\_\_

### ***Non-Monetary Issues:***

1 = not important

5 = very important

Improved family leave (i.e. care for sick child or parent using sick time)	1	2	3	4	5	N/A
Improved education/leave of absence coverage	1	2	3	4	5	N/A
Transition of Blue Cross coverage into retirement	1	2	3	4	5	N/A
Defined breaks (i.e. coffee, lunch)	1	2	3	4	5	N/A
Maintaining EDO's *note* EDO's must be Bargained for each contract period.	1	2	3	4	5	N/A
Improvements to Deferred salary (e.g. work for 4 years at reduced salary to take the 5 <sup>th</sup> year off with reduced salary)	1	2	3	4	5	N/A
Donating sick or vacation time to other employees	1	2	3	4	5	N/A
Workplace improvements (e.g. ergonomic assessments)	1	2	3	4	5	N/A
Improved promotional opportunities/career mobility	1	2	3	4	5	N/A
Improved training opportunities	1	2	3	4	5	N/A
Other non-monetary issues (specify)	1	2	3	4	5	N/A

Please rank the 3 most important non-monetary issues with 1 being most important, 2 being second most important and 3 being third most important.

- \_\_\_\_\_ Improved family/pressing necessity leave
- \_\_\_\_\_ Improved education/leave of absence coverage
- \_\_\_\_\_ Transition of Blue Cross coverage into retirement
- \_\_\_\_\_ Defined breaks
- \_\_\_\_\_ Maintaining EDO's
- \_\_\_\_\_ Improvements to deferred salary
- \_\_\_\_\_ Donating sick or vacation time
- \_\_\_\_\_ Workplace improvements
- \_\_\_\_\_ Improved promotional opportunities/career mobility
- \_\_\_\_\_ Improved training opportunities
- \_\_\_\_\_ Other (please specify) \_\_\_\_\_

**Other Issues:**

6. Do you feel your workload has increased over the past 2 years?

- 1) Yes
- 2) No
- 3) Unsure

7. Do you feel there is adequate staffing in your area?

- 1) Yes
- 2) No
- 3) Unsure

8. Do you have any other ideas or comments you would like to share with your Union executive before the next round of bargaining?

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**Union Support:**

Are you interested in becoming involved in the Union? (i.e. committees, events, technical support, etc.)

- 1) Yes
- 2) No

If Yes, How would you like to be involved?

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CUPE 59 may conduct follow-up conversations to ensure that we are hearing from our members. Are you interested in participating in any subsequent conversations?

- 1) Yes
- 2) No

(If yes to either) Please list your name, email address and/or phone numbers where you can be reached.

Name: \_\_\_\_\_  
Email: \_\_\_\_\_  
Phone: \_\_\_\_\_

Thank you again for taking the time to complete our survey. Your input is very important to the bargaining process.