



CUPE 815

#ESSENTIAL

Bargaining Survey (2023-2025 Round)

Your bargaining team would like to hear what your priorities are. This survey is one of the primary ways we gather information before bargaining. **We need your input** to help set our local priorities at the bargaining table. This survey is designed to gather the necessary information to assist us in making your local collective Agreement provisions optimal.

The survey will open online April 5th 2024.

The deadline for submitting your inputs to the survey is May 3rd 2024 at 11:59PM.

Please be assured that the information gathered in this survey will not be shared with the employer. The results will be kept confidential.

Collective bargaining is always an important time for our members and an excellent opportunity to have your voice heard. Please answer all the following questions and help position us in the best way possible to achieve a fair Collective Agreement.

Enter your email address at the end for a chance to win a Local 815 Prize Bag!

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General and Demographic

In this first section of the survey, we will ask you some general demographic questions. This information will help us understand who comprises the current membership. While voluntary and confidential, your answers to these questions will allow us to better understand the profile of our current membership and ensure that you are well represented by your Union



What is your Job Title

- Helper
- Porter
- Unit Assistant
- Ward Aide
- Cook
- General Maintaince Tech
- Storekeeper
- Unit Clerk
- MDR Tech
- Plant Tech
- RPN
- Electrician
- Plumber
- Other: _____

What is your Employment Status

- Full Time
- Part Time
- Casual



If you are part time or casual, are you interested in obtaining full-time work?

- Yes
- No

Have your hours increased or decreased since March 2020?

- Increase
- Decrease
- Stayed Same

How long have you worked at the Hospital?

- Less than 3 years
- More than 3 years
- More than 10 years but less than 20 years
- More than 20 years

Bargaining Priorities Part 1



How Important are each of the following Issues

	1 Least Important	2	3	4 Neutral	5	6	7 Most Important
Management Rights	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Constitution of Local Bargaining and Grievance Committees	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Scheduling	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Uniform Allowance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sick Leave	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Designation of Specific Holidays	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Administrative Provision re Payment of Wages	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Meal Allowances	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Bulletin Boards	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Communication to Union	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Vacation Administrative Provisions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



Shift Exchange

Weekends Off

Extended Tours

Designation of
Classifications
Require to Wear
Safety
Footwear

Wage
Adjustments

Scheduling/Workload

In what manner has the Hospital implemented changes that affected your workload?

- No Change
- Workload Increase
- Workload Decrease
- Other: _____



If you have experienced an increased Workload, from the list below, select what caused the increase in your workload.

- Not Applicable
- Staff Reductions
- Lack of Resources
- Intensity of work
- Reduction in your scheduled hours
- Cutbacks to funding
- New Technology
- Additional job duties
- Training other employees
- Other: _____

Do you feel there are enough workday hours to perform assigned or expected work tasks?

- Yes
- No

Job Satisfaction



How would you describe your job satisfaction?

- I am very satisfied with my job
- I am somewhat satisfied with my job
- I am neutral in how I feel about my Job
- I am not very satisfied with my job
- I am not satisfied at all with my job

Which statement best describes the workplace morale?

- Morale at the workplace is very high
- Morale is good
- Morale is normal
- Morale is low
- Morale is very low
- Other: _____

Are you actively looking for another job?

- Yes
- No
- Maybe



Are you currently working a second job with another employer?

Yes

No

Do you feel valued by your employer, manager or supervisor?

Yes

No

Bargaining Priorities Part 2

Wages - Hospital workers do not have the right to strike. Disputes over collective agreements are settled by arbitration boards. Arbitrators will not adjust wages unless there is compelling evidence that an adjustment is required. Is there evidence that the wages of a specific classification should be adjusted?

Your answer

Please provide any relevant evidence you believe exists for the wage adjustment you noted in the previous question. For example, there are higher wages for the same classification at a specific nearby hospital (if so what hospital) or there are specific demonstrated problems with recruitment and retention in this classification

Your answer



In recent years, government cutbacks have meant that your wages have increased at less than the increases in the cost of living. What has this meant for you and your family?(check all that apply)

- I struggle to afford childcare
- My children cannot participate in extracurricular activities (eg sports, camps, music lessons, etc)
- I have to hold off on planned household spending (eg clothing, renovations, new appliances, car repairs, etc)
- I am not able to put money aside for my children's post secondary education
- I struggle to pay my monthly bills
- I struggle to afford gas and/or public transit
- I have to cut back on food
- I have had to visit a food bank.
- I have to stop putting money aside for savings and/or drain my savings account
- Feel forced to do overtime just to make ends meet
- Other: _____



To achieve a contract that respects your contribution during the pandemic, we will need to be active disciplined and militant during this round of bargaining. Please select the top 4 of the tactics below that you could see yourself participating in:

- Wearing a tshirt at work
- Work interruption
- Taking a vote to interrupt work
- Attending a major rally in Toronto
- Attending a rall in your community
- Participating in a sit-in at work

Bargaining Support and Communications

An emphasis of this Union Executive and Bargaining Committee will be increased communication and transparency with you and your co-workers. We wish to keep you informed and involved wherever possible. This section is important for us to gauge how the local may improve its communications.

Success at the bargaining table will require you and your coworkers to demonstrate a strong, united front to our Employer .In which activities would you participate to help build our collective power?(Check all that apply)

- Keeping myself informed
- Attending meetings and events
- Helping my coworkers stay informed
- Wearing CUPE buttons/clothing
- Participating in rallies and other activities
- Other: _____



Since March 2020 have you attending a Union Meeting?

- Yes
- No

If you responded "no", Please explain why you haven't attended any meetings:

- I don't have enough time in my schedule
- I don't know how to find informatin about the meetings
- I like to see updates elsewhere (eg online)
- I don't want to become involved
- I do not have the needed technology to attend online meetings
- Other: _____

What is your preferred way to receive updates from your CUPE local?

- Phone calls
- Email Newsletter
- Zoom meetings
- Social Media (Facebook, Twitter, etc)
- Notices at work (eg posters, bulletin boards)
- Other: _____



Do you have any other comments you would like to make to your union?

Your answer

Enter your email address below to be entered to win a CUPE Local 815 Prize Bag!

Your answer

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