



CUPE Ontario
Bargaining Conference

OCHU/CUPE

2008 Membership Bargaining Survey

OCHU/CUPE

**Membership
Bargaining Survey
2008**

O C H U

ONTARIO COUNCIL OF HOSPITAL UNIONS

Dear CUPE Members,

Central bargaining begins in June 2009, to set the pattern that ultimately will cover 30,000 hospital and long-term care employees represented by the Canadian Union of Public Employees in Ontario.

It is important that we know what you want from the next round of bargaining. We will judge the success of negotiations by our members' reaction to the end result.

Your local union leaders will also be surveyed and will participate in regional leadership meetings and in a provincial bargaining conference in February 2009 where the priorities for bargaining will be decided.

Throughout this process we will be issuing bulletins to update you.

Thank you,

Michael Hurley, *President,*
Ontario Council of Hospital Unions/CUPE

***Please take the time
to complete this survey.***

CUPE Local Union Executives
Please send all completed surveys to:

Margaret Evans
Research Branch, CUPE National Office
1375 St. Laurent Blvd. Ottawa, ON K1G 0Z7

By November 3rd, 2008

Personal Background

This is a confidential and anonymous survey. The following personal background information will be used for statistical purposes only. You do not have to state your name.

1 CUPE Local # _____

2 Name of Hospital _____

3 Employment Status?

- 1 FT
- 2 PT (regularly scheduled)
- 3 Casual
- 4 Temporary

4 Age?

- 1 Under 31
- 2 31-46
- 3 47-59
- 4 60 or over

5 Gender?

- 1 Male
- 2 Female
- 3 Transgendered
- 4 Other

6 Job Classification?

- 1 Admitting Clerk
- 2 Dietary
- 3 General Maintenance
- 4 Health Care Aide/PSW/PCA
- 5 Health Care Orderly
- 6 Health Records Technician
- 7 Housekeeping
- 8 Laundry
- 9 Medical Records Clerk
- 10 Medical Secretary
- 11 Medical Transcriptionist
- 12 Other Clerical Staff -
Please specify _____
- 13 Paramedic
- 14 Physiotherapist/Occupational Therapist
- 15 Physio/Occupational Assistant
- 16 Pharmacy Technician
- 17 Registered Practical Nurse
- 18 Registered Technologist - X Ray
- 19 Registered Technologist - Lab
- 20 Registered Technologist - Respiratory
- 21 Registered Technologist - Ultrasound
- 22 Registered Technologist - Other,
Please specify _____
- 23 Lab Technician/Assistant
- 24 Other Technical Staff -
Please specify _____
- 25 Social Worker
- 26 CSR/SPD/CSS
- 27 Stores/Material Management
- 28 Trades - Non-Registered
- 29 Trades - Registered
- 30 Ward Clerk
- 31 Other - (eg, multiskilled classification,
switchboard operator, porter)
Please specify _____

Working Conditions

7 A list of issues relating to safe working conditions appears below. Please rate the importance of each of these safety issues by circling one letter only for each item. Please use the following scale for your rating.

	a	b	c	d	e
	very important	important	somewhat important	not very important	not at all important
	My importance rating				
1 Infection control	a	b	c	d	e
2 Health and safety committee effectiveness	a	b	c	d	e
3 Work overload	a	b	c	d	e
4 Violence in the workplace	a	b	c	d	e
5 Improved accommodation for injured and or disabled workers (eg. light duties, flexible scheduling)	a	b	c	d	e
6 Safely moving patients	a	b	c	d	e
7 Pandemic preparedness	a	b	c	d	e
8 Other - Please specify	a	b	c	d	e

Example					
a	<input checked="" type="radio"/>	c	d	e	
a	b	<input checked="" type="radio"/>	d	e	
a	b	c	<input checked="" type="radio"/>	e	
a	b	<input checked="" type="radio"/>	d	e	

Premiums

8 In order to determine your priorities in the general area of premiums we would like you to rate the importance of each item by circling one letter only for each item. Please use the following scale for your rating.

	a	b	c	d	e
	very important	important	somewhat important	not very important	not at all important
	My importance rating				
1 Increased shift premiums	a	b	c	d	e
2 Increased weekend premiums	a	b	c	d	e
3 Increased call-back pay	a	b	c	d	e
4 Increased standby pay	a	b	c	d	e
5 Increased reporting pay	a	b	c	d	e
6 Other - Please specify	a	b	c	d	e

Example					
a	<input checked="" type="radio"/>	c	d	e	
a	b	<input checked="" type="radio"/>	d	e	
a	b	c	<input checked="" type="radio"/>	e	
a	b	<input checked="" type="radio"/>	d	e	

Paid Leaves of Absence

9 This section is designed to measure which forms of paid leave are considered higher priority in the upcoming set of negotiations. Please rate the following items by circling one letter only for each item. Please use the following scale for your rating.

	a	b	c	d	e
	very important	important	somewhat important	not very important	not at all important
	My importance rating				
1 Paid leave for specialist/medical/dental appointments	a	b	c	d	e
2 Paid leave for family care	a	b	c	d	e
3 Increase duration of paid parental leave	a	b	c	d	e
4 Additional recognized holiday	a	b	c	d	e
5 Improved education leave	a	b	c	d	e
6 Other - Please specify	a	b	c	d	e

Example					
a	<input checked="" type="radio"/>	c	d	e	
a	b	<input checked="" type="radio"/>	d	e	
a	b	c	<input checked="" type="radio"/>	e	
a	b	<input checked="" type="radio"/>	d	e	

Vacations

10 If we were to submit a proposal on vacation benefits, which group of employees do you feel should receive priority for improved vacation entitlement?
Please tick off **one** circle only.

- 1 Short-term employees
(less than 5 years of service)
- 2 Medium-term employees
(between 5 and 21 years service)
- 3 Long-term employees
(22 years or more of service)
- 4 All employees equally

> **Questions 11 and 12 to be filled in by full-time employees only**

11 In order to determine down your priorities in the area of insured benefits we would like you to rate the importance of the following items by circling one letter only for each item. Please use the following scale for your rating.

a	b	c	d	e
very important	important	somewhat important	not very important	not at all important

My importance rating

- | | | | | | |
|--|---|---|---|---|---|
| 1 Expand prescription drug coverage | a | b | c | d | e |
| 2 Improve eyewear allowance | a | b | c | d | e |
| 3 Improve coverage for alternative care providers: | a | b | c | d | e |

(Please tick off the three circles which are of the greatest priority to you)

- I massage therapy
- II chiropractic
- III counselling
- IV physiotherapy
- V foot care
- VI other - please specify

Example					
a	<input checked="" type="radio"/> b	c	d	e	
a	b	<input checked="" type="radio"/> c	d	e	
a	b	c	<input checked="" type="radio"/> d	e	
a	b	<input checked="" type="radio"/> c	d	e	

- | | | | | | |
|-----------------------|---|---|---|---|---|
| 4 Improve dental care | a | b | c | d | e |
|-----------------------|---|---|---|---|---|
- (Please tick off only one circle)*

- I provide orthodontic coverage (*braces*)
- II increase denture allowance
- III increase crowns/bridges allowance

12 Given that any improvements to your insured benefits will increase YOUR premiums as well as the employer costs, please indicate below what you think should be the priority in this round of bargaining. *Please tick one circle only.*

- 1 Increase the amount the employer has to contribute towards the benefit premium (*up from 75%*)
- 2 Improve the amount of coverage provided
- 3 Some of both of the above
- 4 None of the above

Questions 13 to 25 are to be filled out by part-time and casual employees only

13 Do you ever work two-hour shifts?
1 Yes 2 No

14 Do you ever work four-hour shifts?
1 Yes 2 No

15 Do you ever work more hours than your prescheduled hours?
1 Yes 2 No

16 If yes to question 15, how many hours during a two-week period do you actually work (as opposed to how many hours you are scheduled to work)?
Please tick off only one circle.

- 1 7.5 to 15 hours
- 2 16 hours to 30 hours
- 3 31 hours to 45 hours
- 4 46 hours to 60 hours
- 5 61 hours to 75 hours
- 6 more than 75 hours

17 Do you feel you are getting enough hours?
1 Yes 2 No

18 Would you take a full-time position if it were available?
1 Yes 2 No

19 In what form do you receive your vacation pay?
Please tick off only one circle.

- 1 As a percentage added to my regular pay cheque
- 2 As a lump sum once a year
- 3 Other - *Please specify*

20 Would you rather have the vacation time scheduled off with pro-rated pay?
1 Yes 2 No

Continued on next page

**> Cont'd
part-time and casual employees only**

21 Do you ever schedule vacation time off?
1 Yes 2 No

22 Do you have more than one job?
1 Yes 2 No

If yes, please check off the circle(s) that most closely describe your situation

- 1 2nd job is with the same employer/
same site
- II 2nd job is with the same employer/
different site
- III 2nd job is with different employer/
same site
- IV 2nd job is with different employer/
different site
- V Other - *Please specify*

23 As a part-time employee would you like to be covered by the insured benefit and sick leave/
LTD plans if it meant that you would have to give up your 14% in lieu of benefits?
1 Yes 2 No

24 Are you required to wear safety boots?
1 Yes 2 No

*If yes, how often do you have to replace them?
Please tick off the circle which fits your situation best*

- 1 Once every two years
- 2 Once every 18 months
- 3 Once a year
- 4 Twice a year
- 5 Other - *Please specify*

25 Are you enrolled in the Hospital's pension plan?
1 Yes 2 No

Rating of Overall Issues

To be filled out by everyone (FT & PT employees)

26 A list of general bargaining issues appears below. Please rate the importance of each of these bargaining issues by circling one letter only for each item. Please use the following scale for your rating.

	a	b	c	d	e
	very important	important	somewhat important	not very important	not at all important
	My importance rating				
1 Improve job security provisions	a	b	c	d	e
2 Improve short-term sick leave	a	b	c	d	e
3 Establish and/or improve long term disability plan	a	b	c	d	e
4 Safe working conditions (eg. infection control, work overload)	a	b	c	d	e
5 Higher premiums (eg. shift premium, call-back pay)	a	b	c	d	e
6 Improve paid leaves of absence (eg. parental leave, family care)	a	b	c	d	e
7 Improve vacations	a	b	c	d	e
8 Increase number of paid holidays	a	b	c	d	e
9 Improve insured extended health care and dental plans	a	b	c	d	e
10 Improve voluntary exit options (eg. retirement and separation allowances)	a	b	c	d	e
11 Wages above the rate of inflation	a	b	c	d	e
12 Other - (eg. Job sharing) Please specify	a	b	c	d	e

Example				
a	b	c	d	e
a	b	c	d	e
a	b	c	d	e
a	b	c	d	e

THANK YOU FOR FILLING OUT THIS SURVEY!

Please return to a member of your CUPE Local Union Executive as soon as possible

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