



OPSEU Ontario Public Service
Employees Union
SEFPO Syndicat des employés de la
fonction publique de l'Ontario

Local 329 - Bargaining Survey (2009)

www.opseulocal329.ca

(please return by Wednesday Jan 21 2009)

Section 1

OPSEU Local 329 is committed to achieving equitable participation of all members within its local. Your participation in this bargaining survey will enable your bargaining team in reaching our first collective agreement.

Please check which apply to you

- | | | | |
|--------------------------|-----|---------------|-------|
| 1. I am | | 2. Male | _____ |
| Full Time (Classified) | ___ | Female | _____ |
| Part Time (Unclassified) | ___ | | |
| Temporary Contract | ___ | 3. Occupation | _____ |

Section 2

Collective Agreement Issues

Please check off the priority issues below and prioritize the top 5 issues for bargaining on the back page

a) Wages

- General wage increase
- COLA – cost of living
- Weekend premiums
- Shift premiums
- Call back
- Other wage and pay issues (specify)

Comments _____

b) Benefits

- Remove \$100 annual deductible on dental care coverage
- Pay full cost of semi private coverage (remove cap)
- Increase vision care and eye exam coverage
- Increase maximums on orthodontics dentures and major restorative dentistry
- Increase hearing aid maximum and frequency
- Other benefit issues (specify)

Comments _____

c) Hours of work / Overtime

- ___ Hours of work
- ___ Shift schedules
- ___ Flexible start and finish times
- ___ Compressed work week
- ___ Job sharing
- ___ Fair and equitable distribution of overtime
- ___ Other issues (specify)

Comments _____

d) Time off, Vacation, holidays and leaves

- ___ Improve vacation entitlements
- ___ Add up to 10 emergency leave days as per the Employment Standards Act but with pay
- ___ Improve bereavement, special and compassionate leaves
- ___ Other time off - vacation/holidays/ leave issues (specify)

Comments _____

e) Part time issues

- ___ Increase pay in lieu of holidays ***or***
- ___ Provide same holiday entitlement as full time employees
- ___ Provide benefits ***or*** increase pay in lieu of benefits
- ___ Provide seniority clause
- ___ Provide same vacation entitlements as full time employees
- ___ Allow part time employees right to grieve job competitions
- ___ Other part time issues (specify)

Comments _____

f) Job security

- ___ Require employer to negotiate downsizing/restructuring including technological change with the union
- ___ Improve access to vacancies
- ___ Improve severance and termination pay
- ___ Maintain Factor 80 Surplused employees
- ___ Improve retraining
- ___ Improve recall rights and language
- ___ Improve Voluntary Exit
- ___ Other job security issues (specify)

Comments_____

g) Pensions

- ___ Part Time participation in OPT and HOOP
- ___ Other pension issues (specify)

Comments_____

h) Health and safety

- ___ Set minimum staffing compliments
- ___ Policy that tolerates no violence , physical or psychological abuse
- ___ An information system that gives timely/accurate information about potential violence
- ___ Protect employees against workplace violence
- ___ Other health and safety issues (specify)

Comments_____

i) Basic fairness

- ___ No discrimination
- ___ Employment equity
- ___ Prevent workplace harassment/bullying
- ___ No discipline for refusing to cross a picket line
- ___ Other basic fairness issues (specify)

Comments _____

Any other suggestions for New or Revised language in the Collective Agreement

My top 5 priorities are;

Of all the issues you may have identified what do you think the *top five priorities* ought to be in the upcoming round of bargaining?

#1. _____

#2. _____

#3. _____

#4. _____

#5. _____

Thank you for taking the time to fill out this survey.

Please remember to return your survey to any Bargaining Team/Executive Officer of OPSEU Local 329 by **WEDNESDAY JANUARY 21, 2009**

Executive Officers

President - Martha McDonald
1ST Vice President - Al Donaldson
2nd Vice President – Ken Fraser
Secretary/Treasurer - Gail Maracle

Bargaining Team Members

Martha McDonald - Union office Regional
Al Donaldson - Union office Regional
Larry Beach - Geogianwood GCDP
Trent Maracle -LRG Regional
Dave Vajda - Plant Services
Mike Heatherington - FAP Oakridge
Teresa Murray-Beniston -Material Management

