



SEIU Nursing Homes Central Contract Bargaining Survey 2010

Negotiations for your new collective agreement will commence in 2010. In November and December 2009 proposal meetings will be held at your workplace. These meetings will give all SEIU members the opportunity to recommend proposals that they want to be considered for negotiation during the contract bargaining process. This survey will assist your Bargaining Committee to prioritize the issues that must be addressed during contract negotiation with your Employers.

PLEASE PRINT ONLY

Name: _____

Home Address _____

Home Tel: _____ Work Tel: _____ Cell Tel: _____

E-Mail Address (preferred): _____

What is the best way for us to contact you personally? Email Mail to home address Telephone

What is the name of your workplace? _____ Site? _____

What is your **job classification**? _____

Are you Full-time: or Part-time:

Years of Service: _____ (Optional: Your age? 16-30 31-40 41-55 Over 55)

Are you interested in getting information about being an **union activist**? If yes, please make a tick in the relevant box or boxes.

- | | | |
|---|--|---|
| Executive Board Member <input type="checkbox"/> | Steward / Workplace Roles <input type="checkbox"/> | Human Rights Committee <input type="checkbox"/> |
| Member Organizer <input type="checkbox"/> | Communications Officer <input type="checkbox"/> | Womens' Committee <input type="checkbox"/> |
| Member Political Organizer <input type="checkbox"/> | Health & Safety Committee <input type="checkbox"/> | Youth Committee <input type="checkbox"/> |

Would you like to get information about upcoming **Educational Conferences**? Yes No

Setting Bargaining Priorities:

The answers you provide for the following questions will be used by your Bargaining Committee to create contract proposals to bring to the bargaining table. Your contribution, by completing this survey, will help your Bargaining Committee with the issues that matter most to you and your co-workers.

In your personal opinion, please list the issues that you want addressed by your Bargaining Committee and your Employer during **contract bargaining**.

In your opinion, are **staffing levels** being reduced in your workplace? Yes No

If yes, what do you think are the causes of **staff reductions**? Please list below:

In your opinion, are current **staffing levels** in your workplace putting residents at risk? Yes No

Below are topics of **general concern** to SEIU members. Please rate the degree of importance to you of the following issues by circling the number in the corresponding 1-5 Priority Scale

1 – Highest priority 2 – Very important 3 – Current language OK 4 – Not important 5 – Lowest Priority

Better provisions for Leaves of Absence -----	1	2	3	4	5
Improved Health Insurance Benefits -----	1	2	3	4	5
Shift Premium Payments (Additional Shift/Weekend) ---	1	2	3	4	5
Improved Job Security provisions -----	1	2	3	4	5
Strengthened Seniority rights -----	1	2	3	4	5
Vacation entitlement -----	1	2	3	4	5
Paid Holidays -----	1	2	3	4	5
Stronger Health & Safety language -----	1	2	3	4	5
Uniforms/Equipment allowance -----	1	2	3	4	5
Clearer Scheduling guidelines -----	1	2	3	4	5
Guaranteed Hours -----	1	2	3	4	5
Paid orientation, in-service & CPR training -----	1	2	3	4	5
Improved Job Posting procedures -----	1	2	3	4	5
Others (Please Specify): _____					

Benefits – Your Bargaining Team will request 100% Employer-Paid premiums. However, if that is not possible, please identify what are the most important health insurance benefits to you, and how would you recommend they be improved?

Payments – Regarding the following kinds of premium payment provisions, please rate the degree of importance to you by circling the number in the corresponding 1-5 Priority Scale

1 – Highest priority 2 – Very important 3 – Current language OK 4 – Not important 5 – Lowest Priority

Reporting Pay -----	1	2	3	4	5
Stand By -----	1	2	3	4	5
Responsibility Allowance -----	1	2	3	4	5
Overtime -----	1	2	3	4	5
Weekend Premium -----	1	2	3	4	5
Night/Evening Premium -----	1	2	3	4	5
Meal Allowance -----	1	2	3	4	5
Parking Allowance -----	1	2	3	4	5
Uniform/Equipment Allowance -----	1	2	3	4	5
Call Back -----	1	2	3	4	5
Other _____					

Job Security – Please rate the degree of importance to you of the following job security provisions by circling the number in the corresponding 1-5 Priority Scale

1 – Highest priority 2 – Very important 3 – Current language OK 4 – Not important 5 – Lowest Priority

Improved Layoff and Recall procedures -----	1	2	3	4	5
Better Severance and Retirement options -----	1	2	3	4	5
Paid Benefits on layoff -----	1	2	3	4	5
Strengthen No Contracting Out provisions -----	1	2	3	4	5
Stop Management performing Bargaining Unit work -----	1	2	3	4	5
Other (please specify) _____					

What is more important to you personally during this round of contract negotiations?

Improved Wages or Job Security

Scheduling – What are your average scheduled hours of work per pay period? _____ hours

Are you regularly requested to fill in additional shifts? Yes No

In your opinion, is your current scheduling procedure working satisfactorily? Yes No

If you answered no, please list below the times when you experience problems with scheduling:

(e.g. The times when I want to book vacation):

The times when _____

The times when _____

The times when _____

Leaves of Absence – Of the following leaves of absence provisions, Please rate the degree of importance to you by circling the number in the corresponding 1-5 Priority Scale.

1 – Highest priority 2 – Very important 3 – Current language OK 4 – Not important 5 – Lowest Priority

Bereavement Leave -----	1	2	3	4	5
Compassionate Care Leave -----	1	2	3	4	5
Medical Care and Emergency Leave -----	1	2	3	4	5
Education Leave -----	1	2	3	4	5
Pregnancy Leave -----	1	2	3	4	5
Parental Leave -----	1	2	3	4	5
Union Leave -----	1	2	3	4	5
Others (please specify) _____					

Of the leaves listed above, can you suggest some ways of improving them? Please explain below.

Other than a Wage Increase and Improved Benefits what are your other **Top Bargaining Priorities?**

1st Bargaining Priority? _____

2nd Bargaining Priority? _____

3rd Bargaining Priority? _____

4th Bargaining Priority? _____

Do you have a SEIU Union **Bulletin Board** in your workplace? Yes No Don't know

Do you visit the SEIU Local 1 Canada **website** (www.seiulocal1.org)? Yes No

What is the best way for the Local Union office to **communicate** with you?

Website Mail Telephone helpline Newsletters Email Membership Meetings
 Other: _____

Do you want provisions in your contract guaranteeing workplace access to union information? Yes No

