



Hospital Professionals Division 2015 Bargaining Survey

This bargaining survey is being distributed to every hospital professional employee in an OPSEU hospital bargaining unit across the province. Its purpose is to help your HPD Executive prepare for the Pre-Bargaining Conference for all OPSEU hospital bargaining units being organized for April 21, 2015. This is an opportunity to voice your concerns and wishes for the next Central Agreement.

Remember that even if your bargaining unit does not participate in Central bargaining, what is contained in the Central Agreement often directly affects what you are able to achieve in your own local bargaining. That's why we're looking for input from *all* locals and members before the most crucial decisions are made.

This survey is intended to be completely anonymous, unless you indicate otherwise. **You may submit only one survey.**

We would like to request your help with getting this survey out to as many members as possible. If you are aware of any member who did not receive this survey, please pass it on. Our preference is for members to fill out the survey on-line at the link provided below. Thank you!

THERE ARE 4 WAYS TO RETURN THIS SURVEY by January 30, 2015:

- 1: **Most preferred method – On-line submission:**
<https://www.surveymonkey.com/s/HPD2015-prebarg>
 - 2: By fax (be sure to fax all pages together): 416-448-7451
Attn: Susan Kesper or Rona Rigotti
 - 3: By Scan/Email: hpdbargaining@opseu.org
 - 4: Give to your Local President or Steward to return for you
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1. Classification Title: _____
2. Local # _____
3. Hospital: _____
4. Gender: Female Male
5. Full-Time Part-time Casual
6. How many years seniority do you have in your current (primary) job? _____
7. If there was only one improvement you could make to our contract that would address your working conditions, what would that one thing be?

10. Do you think it's important to pursue shorter wage grids (fewer number of steps), as long as neither those at the top nor those at the bottom are disadvantaged? (Please check only one)

- Yes, I think workers in my classification should have a shorter grid
- No, I think the number of steps in my classification is appropriate
- I Don't Know

11. Contracting Out and/ or elimination of a service provided by the Hospital

The following questions identify various ways hospitals try to downsize our bargaining unit work without actually laying off employees (which would trigger a grievance). Please let us know if any of the following have occurred – even if it is something that seems trivial or minor in nature:

Has the hospital done any of the following:

- Transferred a service to another work site
- Transferred a service to a private company
- Stopped providing a service completely
- Transferred work to other non OPSEU employees

If you have checked off any of the boxes above, has there been an elimination of a position as a result?

12. Do you believe that there is a danger that the work you do could be contracted out?

YES NO

If "YES" please give the reason for your concern:

13. We realize you are struggling with an unreasonable workload, what would you like your bargaining team to try to negotiate to improve the situation? (Check as many as apply)

- a. Evaluate Workload Ratios
- b. Discuss backfilling in cases of employee absence
- c. Discuss backfilling while employee performs student evaluation or administrative responsibilities
- d. Mandatory Full-time/Part-time Ratio (Employer must maintain a minimum percentage of full time staff)
- e. Other (Please specify):

14. Has the Hospital ever divided what used to be full-time work over one or more part-time staff? YES NO

If "YES", please give details:

15. Vacancies

Are there vacancies in your department that are not being filled?

- YES NO

If "YES", please give reason:

- attrition recruitment budget

other _____

16. Layoffs

Have there been any layoffs since the last contract?

- YES NO Don't Know

If "YES", how many and in what area?

17. To be answered by Part-Time/Casual workers ONLY:

a) Please check which statement is closest to the way you feel:

- If I were offered a full time position by my employer, I would accept it
 I prefer to work part-time

b) Do you hold more than one job? YES NO

c) Have you experienced a permanent reduction in hours?

- YES NO Don't Know

18. Are you planning to retire within the next few years? (Please check one)

- In less than two years from now (i.e.2015 -2017)
 In three years from now (i.e. 2018)
 In four year from now (i.e.2019)
 In five years from now (i.e.2020)
 From six to seven years from now (i.e.2021 - 2022)
 From eight to ten years from now (i.e.2023 - 2025)
 I will not be retiring in the next ten years
 Have you retired and come back as a casual or contract position

19. Have you ever used the Workload Alert form available on our website?

- YES NO

([https://www.opseu.org/sites/default/files/workload alert - hpd.pdf](https://www.opseu.org/sites/default/files/workload_alert_-_hpd.pdf))

If not, why not? (check as many as apply)

- Don't have the time
 Don't think it will make a difference
 Didn't know it existed
 Haven't had a need

You're done! If you have any further comments or would be willing to share more detailed information on some of your job security issues, please use this space to let us know:

YES, you can contact me for more information on our job security issues:

NAME: _____

PHONE: _____

EMAIL: _____

Thank You! Please return by **January 30, 2015**.

If you have any questions please contact Rona Rigotti at rrigotti@opseu.org or 1-800-268-7376 ext. 8643.