



Hospital Professionals Division 2014 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 September 16, 2013. 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 APRIL 30, 2013:

1: Most preferred method – On-line submission:

<http://zipsurvey.com/LaunchSurvey.aspx?suid=62670&key=7F394EF3>

2: By fax (be sure to fax all pages together): 416-448-7451 Attn: Crystal Hiltz

3: By Scan/Email: chiltz@opseu.org

4: Give to your Local President or Steward to return for you

1. Classification Title: _____ 2. Local # _____

3. Hospital: _____ 4. Gender: Female Male

5. Full-Time Part-time 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?

8. Please prioritize the following bargaining issues according to importance. Place no more than FIVE checks in the first column (Most Important).

Please check box that most applies:	Most Important	Somewhat Important	Not Important
General Wage Increase	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Improving Job Security Language (i.e. in the event of merger, transfer)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Problems With Overtime (excessive, unequal distribution, involuntary)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Benefit Improvements	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
No Contracting Out	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Supervisors, Volunteers, Students or Others Doing Your Work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Telephone Consultation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Paid Leave To Deal With Personal/Family Issues	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Improving Short Term Sick Leave (HOODIP) provisions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Improved Early Retiree Benefits	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Pregnancy & Parental Leave Improvements	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Benefits for Part-Timers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Premium Increases	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Vacation Improvements	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Support for Teaching and Mentoring	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Long Term Disability Improvements	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other (specify):	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

9. Should the Union continue to pursue equality of wages at the maximum wage rate between Registered Technologists and Registered Nurses?

- YES NO I Don't Care

If "NO", please explain: _____

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. Please check which benefit improvements you think we need, understanding that such improvements would probably lead to an increase in premiums:

- | | |
|--|---|
| <input type="checkbox"/> Improved vision | <input type="checkbox"/> Full coverage of eye exams |
| <input type="checkbox"/> Psychologist, Psychiatrist, Social Work | <input type="checkbox"/> Massage therapy |
| <input type="checkbox"/> Physiotherapy and Occupational Therapy | <input type="checkbox"/> Improved dental |
| <input type="checkbox"/> Other: _____ | |

12. 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

13. Do you believe that there is a danger that the work you do could be contracted out or transferred in the next three years? YES NO

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

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

15. 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:

16. Vacancies

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

YES NO

17. Layoffs

Have there been any layoffs in the last three months?

YES NO Don't Know

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

18. **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

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

- In less than two years from now (i.e. 2013 or 2014)
- In three years from now (i.e. 2015)
- In four year from now (i.e. 2016)
- In five years from now (i.e. 2017)
- From six to seven years from now (i.e. 2018 or 2019)
- From eight to ten years from now (i.e.2020 to 2022)
- I will not be retiring in the next ten years

20. Do you think the bargaining team should table a demand that there be mandatory ergonomic assessments of all work areas? YES NO

If "YES", please explain why it is important for you personally:

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

- YES NO

(<http://www.opseu.org/bps/health/hospital/Workload%20Alert%20Notification.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 April 30th, 2013. If you have any questions please contact Crystal Hiltz at chiltz@opseu.org or 1-800-268-7376 ext. 8233.

(Version française disponible)

