



## Bargaining Survey

### Members at ISM Canada

Your Collective Agreement is due to expire **December 31, 2020**. We are therefore seeking your input in order to draft collective bargaining proposals which reflect your needs and wants related to compensation and working conditions. This is your primary opportunity to have a direct effect on the collective bargaining process.

***Please take the time to review and respond to the bargaining survey.  
Return completed surveys no later than 5:00pm Wednesday, December 2, 2020, by:***

- 1. Mail to attn: Shirley Kay, Staff Representative  
2994 Douglas St Victoria, V8T 4N4, or***
- 2. Fax: 250 384 8060, or***
- 3. Email: [shirley.kay@bcgeu.ca](mailto:shirley.kay@bcgeu.ca)***

Name (optional): \_\_\_\_\_

Classification: \_\_\_\_\_

Work Location/Dept: \_\_\_\_\_

#### **PART I - WORKING CONDITIONS**

Do you have any proposals related to your current working conditions (*hours of work, overtime, layoff and recall, health and safety, etc*) that you would like to see in the collective agreement? If so, please explain.

1. \_\_\_\_\_  
\_\_\_\_\_

2. \_\_\_\_\_  
\_\_\_\_\_

3. \_\_\_\_\_  
\_\_\_\_\_

4. \_\_\_\_\_  
\_\_\_\_\_

## PART II - COMPENSATION

(a) Do you have any proposals related to health and welfare benefits that you would like to see in the collective agreement? If so, please explain.

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(b) Are there other improvements to the current compensation package that you would like to see? If so, please explain.

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## PART III - PRIORITIES

Please rank the following items from 1 to 6 in order of importance to you, with 1 being the most important and 6 being the least important.

Wage Increase: \_\_\_\_\_

Improved Vacation Leave: \_\_\_\_\_

Improved Health and Welfare Benefits: \_\_\_\_\_

Employment Security: \_\_\_\_\_

Special Leave Improvements: \_\_\_\_\_

Occupational Health and Safety: \_\_\_\_\_

## PART IV - COMMENTS

Are there any other issues that you would like the bargaining committee to be aware of? Please be specific.

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