



SAHO/EXTENDICARE

2017 PROVINCIAL BARGAINING QUESTIONNAIRE

You can complete this survey online at SEIUWEST.CA

Please take the time to fill out your bargaining questionnaire. We want to know what you consider to be priorities in our upcoming round of negotiations.

The results of this questionnaire (except for identification) will be shared with SEIU-West delegates at our October 2016 SAHO/Extendicare bargaining conference to assist us in developing our proposal package.

Your bargaining team is very interested in your input, so feel free to provide as much detail as you like. We all thank you for sharing your thoughts.

ABOUT YOU:

We would like to know a little bit about you and where you work.

FACILITY/SERVICE	EMPLOYER	MAIN JOB CLASSIFICATION
YEARS OF SERVICE	EMPLOYMENT STATUS (CIRCLE ONE)	YEAR OF BIRTH
	F.T. P.T. CASUAL	

ABOUT YOUR BARGAINING ISSUES AND PRIORITIES:

WAGE AND WAGE RELATED ISSUES

“Wage” refers to your hourly rate of pay. “Wage-related” refers to things such as shift premium, transportation allowance, weekend premium, call back, standby, overtime, telephone consultation, responsibility pay, professional fees, electronic reporting to work.

If you had to choose between the two options below, which would you prefer? – **please choose one answer only:**

- 1. A bigger general wage increase rather than big wage-related changes
- 2. Bigger wage-related changes rather than a big general wage increase

Should there be additional pay to recognize length of service? YES NO

Should there be a Cost-of-Living Adjustment clause in the Collective Agreement? YES NO

Should your wage be tied to wage rates for Health Care jobs in other western provinces? YES NO

What would you consider a fair wage increase per year? 1% 2% 3% Other: _____

How long should the agreement be for in years? 3 4 5 Other: _____



Please rank your top four wage-related issues, with 1 being the issue that concerns you the most and so on. **NOTE: you must rank 4; can only use rank number once.**

A. Call back	1	2	3	4
B. Electronic report pay	1	2	3	4
C. Overtime	1	2	3	4
D. Professional fees	1	2	3	4
E. Responsibility pay	1	2	3	4
F. Shift premium	1	2	3	4
G. Standby	1	2	3	4
H. Telephone consultation	1	2	3	4
I. Transportation allowance & mileage	1	2	3	4
J. Weekend premium	1	2	3	4

What specific change in your **number one ranked wage related issue** would you like to see?

STAFFING AND WORK LOAD ISSUES:

Staffing and workload issues relate to the amount of work you are expected to perform, and the number of staff usually available to perform that work. We are interested in your work experiences and environment.

Please circle your choice:

Do you and your co-workers work short staffed?	Regularly	Sometimes	Never
Do you work through your coffee breaks or meal periods?	Regularly	Sometimes	Never
Can you access your time off banks?	Regularly	Sometimes	Never
Do you start earlier or work longer than your shift without putting in for overtime?	Regularly	Sometimes	Never
Does your department/facility use call-in to replace staff?	Regularly	Sometimes	Never
Does your department/facility use a "float pool" or relief workers?		YES	NO
Does your department/facility have a modified work plan if short staffing occurs?		YES	NO
Do you report workload concerns to your Employer?		YES	NO
If yes, does your supervisor follow up?		YES	NO



OCCUPATIONAL HEALTH & SAFETY (OH&S) ISSUES:

Do you know who the SEIU-West Rep is on your OH&S Committee?	YES	NO
Have you ever reported an injury or near miss?	YES	NO
If yes, does your Manager/Supervisor address and correct safety issues?	YES	NO
Is safety equipment adequate, maintained and available?	YES	NO
Are there enough training opportunities to improve safety?	YES	NO
Is the Employer doing enough to prevent staff abuse?	YES	NO
Is the Employer doing enough to prevent bullying or harassment?	YES	NO
Is the Employer doing enough to ensure respect and dignity?	YES	NO
What else should the Employer be doing to improve OH&S in your workplace?		

“PATIENT FIRST” – QUALITY OF CARE ISSUES:

Please rank the following in terms of improving quality and safety for patients/residents/clients in the health care system, with 1 being the issue that concerns you the most and so on. **NOTE: you must rank 4; can only use rank number once.**

A. All staff working to full scope of practice	1	2	3	4
B. More education and training for all staff	1	2	3	4
C. Better communication and teamwork among all staff	1	2	3	4
D. Better relationship between staff and management	1	2	3	4

BENEFITS ISSUES:

Benefits include your retirement pension plan, disability income plan, basic dental plan, extended health plan & enhanced dental plan, group life insurance plan.

Please rank your benefits issues, with 1 being the issue that concerns you the most and so on. NOTE: you must rank 5; can only use rank number once.

A. Retirement pension plan	1	2	3	4	5
B. Disability Income Plan	1	2	3	4	5
C. Basic dental plan	1	2	3	4	5
D. Extended health & dental plan	1	2	3	4	5
E. Group life insurance plan	1	2	3	4	5



What specific improvements in your **number one ranked benefits issue** would you like to see?

The Extended Health & Enhanced Dental Plan covers a number of services members access. How important to you is **improved coverage** in the Extended Health & Enhanced Dental Plan for:

Vision Care	Very Important	Important	Not important
Massage Therapy	Very Important	Important	Not important
Prescription Medication	Very Important	Important	Not important
Physiotherapy	Very Important	Important	Not important
Chiropractic	Very Important	Important	Not important
Supplies & Equipment	Very Important	Important	Not important
Dental	Very Important	Important	Not important

What specific improvements in your **most important Extended Health and Dental plan issue** would you like to see?

VACATION ISSUES:

“Vacation” refers to annual vacation leave. Some issues include earning rate, work scheduling rules, getting time off when wanted, delays in vacation approval, rules about number of staff away.

Are you being granted your vacation requests?	YES	NO
If vacation is denied, are you notified of the reason why?	YES	NO
Are you satisfied with the current vacation system?	YES	NO

What is your **number one specific thing that you would like to see changed** about vacation leave?



LEAVE OF ABSENCE (LOA) ISSUES:

LOA means provision(s) for you to take time off work, with or without pay. LOAs include general leave, maternity leave, adoption leave, parental leave, pressing necessity leave, medical care leave, bereavement leave, education leave, jury or court witness leave, sick leave, union leave.

How important to you are improvements in Leaves of Absence for:

General Leave	Very Important	Important	Not important
Maternity/Adoption/Paternal Leave (including wage top up)	Very Important	Important	Not important
Family Illness Leave	Very Important	Important	Not important
Pressing Necessity Leave	Very Important	Important	Not important
Medical Care Leave	Very Important	Important	Not important
Bereavement Leave	Very Important	Important	Not important
Union Leave	Very Important	Important	Not important
Education Leave (including an education fund)	Very Important	Important	Not important
Jury/Witness Leave	Very Important	Important	Not important
Sick Leave (including short term disability)	Very Important	Important	Not important
Compassionate Care Leave	Very Important	Important	Not important

What **specific improvement in your most important Leave of Absence issue** you would like to see?

HOURS OF WORK ISSUES:

Hours of work issues may include work schedules, work assignment, overtime, shift trades, scheduled days off, extended shifts, call-in, mandatory report to work.

Whether you have a guaranteed work schedule or not:

Do you work straight days?	YES	NO
Do you work all shifts?	YES	NO
Do you work a 24/7 schedule?	YES	NO
Do you work Monday to Friday?	YES	NO



Please rank your top four hours of work issues, with 1 being the issue that concerns you the most and so on. **NOTE: you must rank 4 and can only use rank number once.**

A. Work schedules	1	2	3	4
B. Work assignment	1	2	3	4
C. Overtime	1	2	3	4
D. Shift trades	1	2	3	4
E. Scheduled days off	1	2	3	4
F. Extended shifts	1	2	3	4
G. Mandatory report to work	1	2	3	4

What specific change or improvement in your **number one ranked hours of work issue** would you like to see?

CALL-IN ISSUES:

Do you believe that employees in your workplace are offered/scheduled call-in work to the full extent of their availability?	YES	NO
Are there enough casual employees on your department/service call in list?	YES	NO
Does your department/service use “call-in” postings?	YES	NO
Do you or your co-workers have difficulty accessing time away from work due to limits on casual staff coverage for replacement?	YES	NO
Does your department/facility have a self-scheduling system?	YES	NO

What one specific change or improvement in your current call-in system would you like to see?

JOB SECURITY ISSUES:

Job security issues may include changing job classifications, reorganization of work or workplace reorganization, lay-off provisions, guaranteed hours, work of the bargaining unit, contracting out, seniority and benefits portability.

Please rank your top four job security issues, with 1 being the issue that concerns you the most and so on. **NOTE: you must rank 4; can only use rank number once.**

A. Changing job classifications	1	2	3	4
B. Reorganization	1	2	3	4
C. Lay-off provisions	1	2	3	4
D. Guaranteed hours	1	2	3	4



E. Work of the Bargaining Unit	1	2	3	4
F. Contracting out	1	2	3	4
G. Seniority portability	1	2	3	4
H. Benefits portability	1	2	3	4

What specific change or improvement in your **number one ranked job security issue** would you like to see?

ATTENDANCE MANAGEMENT:

Have you been asked to attend meetings about your absence from the workplace due to disability or illness?	YES	NO
Have you been asked to provide specific medical information from your physician/care provider?	YES	NO
If YES, did the Employer reimburse you for any cost to get the information?	YES	NO
Have you been pressured to return to work (even to “light duties”) from an injury or disability sooner than your physician or care provider recommended?	YES	NO
Has the Employer tried to communicate directly with your physician/care provider without your permission?	YES	NO
Have you been denied a job posting or additional work because of your sick leave usage/attendance record?	YES	NO

PROFESSIONAL DEVELOPMENT AND RE-CAREERING:

Professional development and re-careering issues are usually about providing opportunities and assistance to learn new information or techniques to keep current in your present job, or providing opportunities and assistance to you to upgrade or learn new skills that will assist in career advancement or help maximize job security.

Please **rank your top four professional development and re-careering opportunity issues**, with 1 being the issue that concerns you the most and so on. **NOTE: you must rank 4; can only use rank number once.**

A. Reimbursement of education costs	1	2	3	4
B. Gaining higher educational qualifications	1	2	3	4
C. Career ladders and assistance in changing jobs	1	2	3	4
D. In-service education programs	1	2	3	4
E. Continuing education in existing jobs	1	2	3	4
F. Mentorship programs	1	2	3	4
G. Non-clinical training (e.g. computer skills)	1	2	3	4
H. Certification in existing jobs	1	2	3	4



What specific change or improvement in your **number one ranked professional development and re-careering opportunity issue** would you like to see?

HEALTH CARE SYSTEM:

The one constant in the Health Care system is change. Our system has gone through restructuring, changing models of care, and changing ways of performing our work. We would like to ask you the following:

- | | | |
|---|-----|----|
| Are you satisfied in your job? | YES | NO |
| Do you plan to continue your career in health care? | YES | NO |
| Do you think the quality of healthcare is getting better? | YES | NO |

If you could change one thing in the health care system, what would it be?

OTHER ISSUES:

Are there any issues not covered in the survey that you feel are important? For example, some members have told us they want full benefits coverage when off work on approved leave, reimbursement for MRI scans, support for victims of domestic abuse, improved work and family life balance. Please use this space and any extra pages to let us know about **your** issue(s).

PRIORITIES:

Your SEIU bargaining team will do its best to make sure your input, along with that of your co-workers, is reflected in the negotiation process. Based on your answers above, please rank your top four issues below, where 1 is the most important and so on. If you wish, you may rank more. NOTE: you can only use rank number once.

- | | | | | |
|------------------------|---|---|---|---|
| A. Wage increases | 1 | 2 | 3 | 4 |
| B. Wage related issues | 1 | 2 | 3 | 4 |



C. Workload issues	1	2	3	4
D. Benefit issues	1	2	3	4
E. Vacation issues	1	2	3	4
F. Leave of absence issues	1	2	3	4
G. Hours of work issues	1	2	3	4
H. Call-in issues	1	2	3	4
I. Job security issues	1	2	3	4
J. Attendance management issues	1	2	3	4

Other issues that you identified (please specify)

PLEASE RETURN BY June 30, 2016

You can return your completed questionnaire to your:

- Unit Chairperson
- Union Representative
- Local Union Office
 - Toll Free Fax: 1-877-221-2212
 - In person:

39 ATHABASCA ST. W. MOOSE JAW, SK S6H 2B6	#200-747-46 th Street W. SASKATOON, SK S7L 6A1	333 CENTRAL Ave. N. SWIFT CURRENT, SK S9H 0L5
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To receive regular bargaining updates, please provide your email and/or mobile number below:*

Full name: _____

Email: _____

Mobile*: _____

**Standard texting messaging rates apply.*