



2021 EXTENDICARE BARGAINING SURVEY

Please return your completed survey to your Unit Chairperson BY FRIDAY AUGUST 20, 2021

WHAT IS YOUR OPINION?

Please take the time to fill out your bargaining survey. Let us know what you consider to be priorities in our upcoming round of negotiations. Your bargaining team is very interested in your input, so feel free to provide as much detail as you like and add more pages needed. Thank you in advance for sharing your thoughts about your bargaining issues and priorities.

ABOUT YOU:

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

Your Work

Facility Name: _____

Job Classification: _____

Employment Status: Full-Time Part-Time Casual **Years of Service:** _____

You (Demographic information)

Gender: M F Prefer not to answer **Age Group:** 18-24 25-34 35-44 45-54 55+

ABOUT YOUR BARGAINING ISSUES AND PRIORITIES:

WAGE AND WAGE-RELATED ISSUES

As has been the practice since Extendicare joined the Joint Job Evaluation Plan, monetary terms will be identical to those set out in the SEIU-West/SAHO collective agreement. Those terms are 0, 0, 1, 2, 2, 2 general wage increases over six (6) years, plus a \$200 signing bonus for all members on staff as of the date of ratification of the Extendicare tentative agreement. The 100% employer paid contributions for the extended health and enhanced dental benefits plan shall remain at 3.1% over the six (6) years. If you wish to see the specific terms, please go to this link: <https://bit.ly/3x0BtOT> to access the PDF of the SEIU-West/SAHO tentative agreement. If you have further questions, please call the MRC at 1-888-999-7348 ext. 2298 and follow the prompts, or use the "Contact" page (SEIUWEST.ca/contact) on our website.



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WORKLOAD ISSUES

For YES/NO answers, please circle your choice.

Has your workload increased since 2017? YES NO

Do you regularly work through your coffee breaks or meal periods? YES NO

Do you regularly work beyond the end of your shift? YES NO

How often are you short staffed on your shifts? NEVER SELDOM USUALLY ALWAYS

Does the Employer attempt to replace staff when they are away? NEVER SELDOM USUALLY ALWAYS

Does the Employer take away certain duties from staff when short staffed? NEVER SELDOM USUALLY ALWAYS

Do you put in for overtime when you regularly work through your coffee breaks or meal periods beyond your scheduled hours of work? YES NO

Would you report workload concerns to your employer utilizing Occupational Health & Safety incident reports? YES NO

OCCUPATIONAL HEALTH & SAFETY

Do you know who your SEIU Representative is on your OH&S Committee? YES NO

Do you know how to report an OH&S concern to the committee? YES NO

Do you report OH&S concerns to the committee? YES NO

Does your Manager/Supervisor address and correct safety issues promptly? YES NO

Is safety items such as personal protective equipment (PPE) the right kind, of sufficient quantity and replaced as needed? YES NO



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In your opinion, what additional measures could be taken to reduce safety issues?

VACATION ISSUES

“Vacation” refers to annual vacation leave. Some issues include accrual rate, scheduling, ability to take when wanted, number of choices, rules about number of staff away.

In the past 24 months, have you been denied vacation leave?	YES	NO
If YES, were you told why?	YES	NO
Was the answer satisfactory?	YES	NO
Does the Employer schedule casuals to cover vacation requests?	YES	NO

LEAVE OF ABSENCE ISSUES

Leave-of-absence means provision for you to take time off work, with or without pay. Leaves-of-absence 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. What improvements or changes would you like to see?

In the past 24 months, have you been denied a leave of absence?	YES	NO
If YES, were you told why?	YES	NO
Was the answer satisfactory?	YES	NO
Does the Employer schedule casuals to cover leave of absence requests?	YES	NO



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HOURS OF WORK ISSUES

Hours of work issues may include work assignment, overtime, shift work, rest periods, scheduled days off, extended shifts, minimum report period.

Please mark the hours of work issue that concerns you the most.

- | | | |
|---|--|---|
| <input type="checkbox"/> Rest Periods | <input type="checkbox"/> Overtime | <input type="checkbox"/> Shift Work |
| <input type="checkbox"/> Scheduled days off | <input type="checkbox"/> Extended Shifts | <input type="checkbox"/> Other (please specify below) |
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CALL-IN

Is the call-in system work well for you and your co-workers?	YES	NO
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As Part – Time/ Casual staff in your department/service, are you regularly offered/scheduled call-in work to the full extent of stated availability?	YES	NO
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Are there enough casual employees on your department/service call in list?	YES	NO
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Do you have difficulty accessing time away from work due to limits on casual staff coverage for replacement?	YES	NO
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JOB SECURITY ISSUES

Job security issues usually include job posting provisions, lay-off provisions, guaranteed hours, casual status, work by volunteers, contracting out, seniority and benefits portability.

Please mark the job security issue that concerns you the most.

- | | | |
|---|---|---|
| <input type="checkbox"/> Job posting provisions | <input type="checkbox"/> Lay-off provisions | <input type="checkbox"/> Guaranteed hours |
| <input type="checkbox"/> Casual status | <input type="checkbox"/> Contracting out | <input type="checkbox"/> Other (please specify below) |
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SENIORITY CALCULATIONS

The SEIU-West/SAHO tentative agreement contains a procedure for the conversion of seniority from an hours calculation to a seniority date. What this means is that, at an agreed to conversion date, seniority hours will be translated into calendar days. Current staff will remain in their spot on the seniority list relative to their coworkers; seniority will not be lost or gained but simply expressed as a date, rather than hours. Staff hired after the agreed to conversion date will have a seniority date the same as their hire date.

If you wish to see the agreement setting out the conversion procedure as well as frequently asked questions, please go to the SEIU-West website at SEIUWEST.ca where the SEIU-West/SAHO tentative agreement is posted. For further information, please call the MRC at 1-888-999-7348 and follow the prompts, or through the “Contact” page (SEIUWEST.ca/contact) on the website

Are you in favour of:

Changing seniority from hours to a seniority date?	YES	NO
Getting more information on what the change in seniority would mean?	YES	NO

ABSENCE FROM THE WORKPLACE

Has the Employer asked you to attend meetings to discuss your absence from the workplace due to disability or illness?	YES	NO
Has the Employer pressured you to return to work (even to “light duties”) from an injury or disability prior to your recovery?	YES	NO
Has the Employer tried to communicate directly with your physician/care provider without your permission?	YES	NO
Have you been denied/asked to not accept call-in work because of your sick leave usage/attendance record?	YES	NO
Have you been denied/asked to not accept overtime because of your sick leave usage/attendance record?	YES	NO
Have you been denied a job posting because of your sick leave usage/attendance record?	YES	NO

