

Ontario School Board Council of Unions (OSBCU) Bargaining Survey for School Board Workers: Central Collective Agreement Negotiations, 2019

In 2017 the government of Ontario amended the School Boards Collective Bargaining Act to make it mandatory for all unions in the school board sector to participate in central collective bargaining. The central bargaining tables are responsible for negotiating issues such as wages, benefits, job security, and other matters. Local negotiations continue to take place for local issues.

The Ontario School Board Council of Unions (OSBCU) represents CUPE education workers in central collective bargaining. We welcome members of CUPE school board support staff locals to this survey.

Information collected from this survey will be used by the OSBCU bargaining committee to develop priorities and strategies for the 2019 round of bargaining and beyond. Individual responses from members are confidential and will not be reported. The OSBCU intends to make surveys a regular part of our planning on a provincial level for bargaining and appreciates your participation.

It should take you approximately ten minutes to complete the survey. **Please submit your response to this survey no later than Monday, June 25, 2018.**

This Survey is intended solely for CUPE members who work in the Ontario school board sector. If you are not a member of this group we ask that you not attempt to complete this survey.

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Demographics

1. What is your School Board and CUPE Local #? _____

2. What is your Employment Status?

Please choose **one** of the following:

- Full-time
- Part-time (regularly scheduled)
- Long-term occasional
- Casual
- Other

3. Are you a permanent employee?

- Yes
- No

4. How long have you worked for your Board?

- Less than 6 months
- 6 months but less than 1 year
- Over a year but less than 5 years
- Over 5 years but less than 15 years
- Over 15 years but less than 25 years
- Over 25 years but less than 35 years
- Over 35 years

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5. For how many hours are you scheduled to work each week

Please choose **only one** of the following. Do not include overtime hours:

- less than 10hrs
- 10 to 17
- 17.5 to 30
- 31-34
- more than 34hrs

6. What is your age?

Please choose **one** of the following:

- Under 25
- 25 to 30
- 31 to 44
- 45 to 59
- 60 to 65
- Over 65

7. What is your gender?

Please choose one of the following:

- Male
- Female
- I identify my gender in other terms _____

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8. What is your Occupation at the school board?

Please choose **only one** of the following:

- Clerical/Admin
- Custodial/Caretaking/Cleaning
- Designated Early Childhood Educator
- Educational Assistant
- Food Service Worker
- Instructor
- IT/AV Support
- Library Worker
- Maintenance/Trade
- Professional/Paraprofessional
- Student Supervisor
- Warehouse/Driver
- Other _____

9. Do you also work at a second occupation for the school board?

- Yes
- No

10. If you answered Yes to Question # 11, please select your secondary occupation.

- Clerical/Admin
- Custodial/Caretaking/Cleaning
- Designated Early Childhood Educator
- Educational Assistant
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- Library Worker
- Maintenance/Trade
- Professional/Paraprofessional
- Student Supervisor
- Warehouse/Driver
- Other _____

11. At which of the following workplaces do you work?

Please choose **only one** of the following:

- Elementary School
- Secondary School
- Elementary and secondary school
- Board office
- Adult/Continuing Education
- Warehouse/Maintenance Shop
- Itinerant
- Other

12. Do you have other paid employment at a job outside of the school board?

- Yes
- No

13. Are you a sole income earner?

- Yes
- No

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Health and Safety

14. How accurate (or true) would you rate the following statements about health and safety in your workplace:

Please choose the appropriate response for each item.

	Strongly Agree	Agree	Disagree	Strongly Disagree
I am the only employee in the building (for at least part of my shift)				
I feel safe at work				
I have experienced verbal abuse from students				
I have experienced verbal abuse from parents or other members of the public				
I have experienced verbal abuse from principals or other supervisors				
I have experienced physical abuse from students				
I have experienced physical abuse from parents or other members of the public				
I have experienced physical abuse from principals or other supervisors				
I have experienced a workplace injury or illness				
I have used sick leave to recover from a workplace injury or illness				
My employer takes my concerns about safety seriously				

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Working Conditions

15. How accurate (or true) would you rate the following statements about your working conditions:

Please choose the appropriate response for each item.

	Strongly Agree	Agree	Disagree	Strongly Disagree
My workload has increased over the past 4 years				
There needs to be more people doing the same work as me in order to provide good service				
New employer policies have increased my workload				
My health has suffered due to overwork				
I would like to work more hours than I am presently scheduled to work				
My student supervision duties take up so much of my time that my other work does not get the attention it deserves				
When I'm absent from my work I am replaced in enough time to ensure that all essential work gets done				
I am required to work alongside volunteers doing the work I was hired to do				
I am required to work split shifts on a regular basis				
I work at different school board locations and my work at each location is considered a separate job				
My work requires advance preparation, for which I do not get paid				

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Benefits

16. I am currently enrolled in the CUPE Education Workers Benefits Plan

- Yes
- No

17. If you are not enrolled in the benefits plan, why? (please check only one)

- I cannot afford the plan/the plan would cost me too much
- I am not eligible because I am a casual or supply employee
- I already have benefit coverage through another provider
- I did not want benefit coverage
- Other (please specify) _____

18. How important are the following issues to you?

Please choose the appropriate response for each item.

	Extremely important	Somewhat important	No more important than other issues	Not very important	Not important at all
Improvements to drug coverage					
Improvements to dental coverage					
Improvements to paramedical coverage					
Improvements to benefits eligibility					
Lower member premium share for benefits					
Improve LTD coverage					
Lower LTD premiums					
All members should have pension coverage regardless of employment status					

Professional Development

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19. How accurate (or true) would you rate the following statements about your professional development/training that you receive?

Please choose the appropriate response for each item.

	Strongly Agree	Agree	Disagree	Strongly Disagree
I receive training for my position				
Training is on paid time				
The training I receive is relevant to my job and assists me to do better work				
The training I receive makes me eligible for promotion				
My employer takes my opinion into account when designing training programs for me				
My job would be less dangerous if I had proper training				
I would like more professional development				

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Priority Issues

**20. How important are each of the following issues are for the next round of bargaining?
Please rank from 1 to 10, with 1 being not important at all, and 10 being extremely
important:**

Please choose the appropriate response for each item.

	Ranking (1-10)
Wages	
Health Benefits	
Seniority Rights	
Increase to weekly hours of work	
Increase to the number of days or weeks in the work year	
Workplace Safety	
Workload	
Job Security	
Contracting out	
Vacation improvements	
Sick leave	
Attendance management programs	
Improved leaves of absence	
Personal leave days	
Better training	
Hours of work/Shift scheduling	
Relief from general student supervision	
Volunteers doing your work	
Contracting in	
Being replaced when absent	
Improvement to allowances	

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21. How important is it that all members have equal access to the following benefit entitlements:

	Extremely important	Somewhat important	No more important than other issues	Not very important	Not important at all
WSIB top up					
Leaves of Absence					
Supplemental Employment Benefits plans					
Vacation					

22. What are your top 5 priorities (please list in order of preference)

1. _____
2. _____
3. _____
4. _____
5. _____

23. Please specify any other issues that are important to you.

Thank you!