

Collective Bargaining Survey 2024



B *I* U

Increased pay is the highest rated concern based on the feed back from past surveys and our site contacts. This is a priority for our new contract. The purpose of this survey is to identify what other priorities we need to focus on to make our working environments better, safer, and more rewarding. Please take a few minutes to fill out this short survey and encourage your colleagues to do the same. While there are no guarantees, this feedback will help us to compile a detailed list of options to take to the bargaining table so the best deal can be negotiated for everyone.

Please select the option that best describes how you would like your holiday pay paid out: *

- First pay period following the end of Christmas break, the end of Easter break and in May
- Last day worked before Christmas break, Easter break, and in May
- First day back after Christmas break, Easter break and in May
- Paid to me every pay period
- N/A

Paid personal days will allow you to attend events like your child's graduation or attend a funeral for an extend family member or close friend. When you think about our upcoming negotiations, how important are paid personal days to you? *

Extremely important 1 2 3 4 5 This is not at the top of my list

Would you like to see more combined postings when multiple positions are available to increase opportunities for full-time positions? For example, EA hours combined with office assistant hours or learning commons hours combined with lunch supervision. *

- yes
- no

Benefits



Currently, we have a benefits package through Alberta Blue Cross as well as a Health Spending account. Please note: A health spending account is a benefit that is not taxable. This means this amount is not included on your T4 as taxable income.

A wellness account would cover expenses like a gym membership, fitness equipment, etc. Keeping in mind this would be a taxable benefit, included in your taxable income, would you like to have the option to have wellness expenses covered? *

- Yes, I would take advantage of wellness options
- Yes, if we negotiate an increased amount so I can still cover necessary health expenses
- No, stay the same

Currently, the amount for a Health spending account is prorated for part-time staff, do you feel ^{*} this should continue? Please indicate whether you agree or disagree and what type of position you hold.

- Agree, please continue to prorate the health spending account
- Disagree, everyone should have access to the full amount
- Currently work part-time hours
- Currently work full-time hours

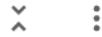
Massage appointments currently have to be submitted to your health spending account, ^{*} would you like to see coverage for massage through:

- an increased health spending account
- the benefits plan (if possible) Note: this may come at an extra cost
- Keep it as is, this is not my top priority

Eye exams are increasing in cost, would you like to see an increase in coverage for this ^{*} expense as it is currently capped at \$45 per eye exam?

- yes
- no
- yes, but not my top priority

Notable concerns brought to our attention



Site contacts were asked to reach out to support staff within their schools and find out what the major concerns were. Those concerns were then brought back to the EPC meeting, summarized, and used to start generating a list of priorities for negotiations. Additional feedback was requested on the questions below.

Would you take advantage of an additional paid professional development day that you could use locally to plan a site specific PG session? *

yes

no

Experienced staff are an important part of program success. In the event a specialized program moves to a different location, do you feel that current staff should have priority to move with that program before new staff are hired? *

Yes

No

Not applicable

Should the district be allowed to contract someone to fill an open position or should the position be filled by following the same standard hiring and recall procedures including encouraging internal employees with the skill set to fill the position first? *

Follow standard hiring and recall process only using contracting as a last resort

Allow contracting to ensure the best person is in that position

What are you willing to do to support negotiating efforts going forward?

Long answer text