

ATT-Info



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Bargaining Survey Results

As this was the first time we have used Survey Monkey, I would like to start by saying thanks to everyone for their patience with the process. Your opinions are very important for us to achieve a contract you will like and support. There were 150 responses to the Survey. Thank you to everyone who participated. The following results were used by the Local Union Executive Board (LUEB) to determine our approach in Bargaining and to create our Bargaining Proposals. Once these proposals are compiled by the LUEB, they will be provided to your local RVP to share with you. It is important to note that this will be our starting point and will be *subject to change* as the Company presents counter proposals.

Results are scored by Survey Monkey on a scale of 1-10 weighted based on where you ordered them. Unlike the Survey itself, for the results 10 is most important. Results are listed in order of importance as determined by you, the members.

Question 1 – Please rank the following issues in order of importance to you:

Proposal	Score
Leave Increases (more detailed in question 2)	7.82
Premium Increases (more detailed in question 3)	6.84
Sick Leave Payout	6.57
Paid lunch for all/36-hour work week	6.22
Increase Overtime - 2.25x OT for summer months/Minimum payment for last minute cancelation	6.18
Life Style Spending Account - Used for Education, Gym Membership, Kids Dance, Sports Equipment, Gym Clothes, Etc.	6.09
End of career leave trial/Ability to buy Annual Leave (Mini Self Funded Leave)	4.93
Optional Severance Payout	4.89
Fam flight – wording to visit other sites to see how they do things	4.2
Transfer Bids for NCR – Ability to transfer/apply out of NCR	3.41

Question 2 – What changes to leave are most important to you:

Proposal	Score
More Annual Leave	6.09
Add Family Day	5.39
Less time between Annual Leave increments	5.07
Add (3) days for Volunteering	4
Leave based on Years of Service not Continuous Service Date	3.82
Add (3) days for Birth of Child	3.4

Question 3 – What Premium changes are most important to you:

Proposal	Score
Higher hourly premiums	7.98
Turn premiums into % of wage	7.14
Substantial increase to weekend premiums	6.86
Short notice shift change amount and working statutory holidays to be counted as double	6.7
Facility Premium (COLA/OFP)	6.57
Minimum payment for last minute cancellation of overtime	6.46
OJI parity	5.67
Bereavement Leave - Add niece and nephew	5.51
Increased bilingual bonus	4.6

Thank you for your input and support.

In Solidarity,

James Walker
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