



Our current Collective Agreement expires on March 31, 2015. Please complete the following survey so that your elected Negotiating Team knows what is important to you in a new contract (if you require more space please use another page and attach it to this survey). Proposals will be prepared based on the surveys and issues that you, the members, have raised since the last round of negotiations. Please return your completed survey to the union office **by Monday, December 1, 2014** via interoffice mail, via regular mail (863 Broadview Ave. Toronto, M4K 2P9), via fax (416- 463-3017), by email (chiefsteward@cupe2316.ca), or in person.

**Please note that this survey is not intended to capture all issues (i.e. salary, job security), however, please be aware that we will be preparing proposals related to these areas.**

**ONE SURVEY PER MEMBER PLEASE**

**DEMOGRAPHICS**

Your position at CAST:  Admin Assistant  Child Protection Worker  Specialized & Other  
 C & YW (Residential)  C&YW (Branch Based)  Maintenance Worker  
 Full-time  Part-Time  Contract  Casual  
 Time at CAST?  0-5 yrs  6-10 yrs  11-15 yrs  16-20 yrs  20+ yrs

**WORKLOAD**

- Is your workload manageable within your regular hours of work?  
 Yes  No
- What has impacted your workload? Check all that apply:  
 Additional Responsibilities  Fewer Staff  Fewer Administrative Assistants  
 Increased Expectations/Standards  Overtime Not Approved  Case Complexity  
 Committee Work  Lack of Protected Time  More Paperwork  
 Other (please specify) \_\_\_\_\_

3. Unpaid/Unclaimed time in order to keep up with your workload (check all that apply):

UNPAID/UNCLAIMED TIME	FREQUENCY		
	Daily	Weekly	Monthly
Come in early			
Leave late			
Work on your day off			
Skip lunch/breaks			
Do work in evening/weekends			

4. What would help to address your workload issues. Please be specific.

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**COMPENSATION & BENEFITS**

5. How important is improving benefits to you? (check one)

Very Important                       Somewhat Important                       Not Important

6. What are the 3 most important benefits that you feel need to be improved?

dental       vision       long term disability       life insurance       retiree benefits  
 long-service bonus       extended health benefits (i.e. massage, physio, counselling, etc)  
 paid maternity/paternal leave       bereavement leave       authorized absence  
 vacation       special leave days       education leave       prepaid leave plan  
 legal liability       mileage       cell phone       vehicle insurance

7. Are there other benefits that should be negotiated?  Y  N

Please specify: \_\_\_\_\_

8. In order of priority, what are your 3 most important issues for this round of bargaining? What else should we know?

- 1. \_\_\_\_\_
- 2. \_\_\_\_\_
- 3. \_\_\_\_\_

9. Is there anything else that is important for us to know?

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10. Based on your work experience at the Children’s Aid Society of Toronto, do you believe CAST deserves the designation as one of Canada’s “top 100 employers” as recognized by the Globe & Mail?  Y  N

**THANK-YOU FOR COMPLETING THE SURVEY & SUPPORTING YOUR BARGAINING TEAM**