

LOCAL 4318 – Banff Centre

Email: info@cupelocal4318.ca

December 2021

Dear CUPE Member:

Your union will soon be entering negotiations for your next collective agreement, which expires soon. CUPE will seek a freely negotiated settlement that addresses the priorities and concerns of its members.

WE NEED YOUR INPUT. Participation in this survey is completely voluntary. Your answers will not be shared with them employer; but will be reviewed by CUPE in preparation for bargaining. The results of this survey will inform our proposals for the upcoming bargaining. Members will be able to amend, complement, and approve CUPE proposals at a special meeting to be held before negotiations with the employer start.

Please complete this survey and return it on or before **Friday, January 14, 2022**.
Surveys can be emailed directly to the Local, hand delivered to your Shop Steward.

Kindly note: If you wish to make comments or observations about various questions, please include them in the “Additional Comments” section at the end of this survey. Comments anywhere else will NOT be recorded nor relayed to your local in the final survey report.

1. EMPLOYMENT BACKGROUND

a) What is your employment status?

- Permanent Full-Time Temporary Full-Time Casual/Relief
 Permanent Part-Time Temporary Part-Time

b) How many years have you worked for the Banff Centre?

- 0–2 3–5 6–10 11–15 16–20 21–25 26+

c) What is your main job position?

- | | | |
|---|---|---|
| <input type="checkbox"/> Apprentice Cook | <input type="checkbox"/> Bartender | <input type="checkbox"/> Bell Captain |
| <input type="checkbox"/> Bellman | <input type="checkbox"/> Building Service Worker | <input type="checkbox"/> First Cook |
| <input type="checkbox"/> Guest Services Agent | <input type="checkbox"/> Guest Services Coordinator | <input type="checkbox"/> Housekeeping Floater |
| <input type="checkbox"/> Night Audit | <input type="checkbox"/> Pantry Cook | <input type="checkbox"/> Program Service Worker |
| <input type="checkbox"/> Room Attendant | <input type="checkbox"/> Second Cook | <input type="checkbox"/> Server |
| <input type="checkbox"/> Security | <input type="checkbox"/> Steward | <input type="checkbox"/> Storeroom Clerk |
| <input type="checkbox"/> Program Operations | <input type="checkbox"/> Team Leader | <input type="checkbox"/> ITS |
| <input type="checkbox"/> Trades | <input type="checkbox"/> Registrar | <input type="checkbox"/> Library |
| <input type="checkbox"/> Film Festival | | |

2. WAGES

CUPE will seek a wage increase during the upcoming negotiations. Please indicate the term of agreement and the wage increase that you think the union should seek.

a) What should be the length of the new collective agreement?

- 1 year 2 years 3 years

2. WAGES

b) For each of the years of the new collective agreement, what percentage wage increase should we seek?

Wage Increase	Year 1	Year 2	Year 3
0.0% to 1.0%	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.1% to 2.0%	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2.1% to 3.0%	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.1% to 4.0%	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4.1% or more	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

3. OTHER PRIORITY ISSUES

a) Please rank the following issues from “most important” (1) to “less important” (11) in the next round of negotiations:

	Rank from 1 to 11
Health Benefits	
Pensions/RRSPs	
Sick Leave	
Violence/Harassment	
Staffing Levels	
Vacation Time	
Personal Leave	
Job Security	
Overtime Compensation	
Health Spending Account	
Other: _____	

Please assign each number only once. So that 1 indicates the most important issue, 2 the second most important issue, 3 the third most important issue, etc. 11 should indicate the least important issue.

4. HEALTH BENEFITS

a) Do you have access to health benefits through the Banff Centre?

- Yes No Don't Know

b) If yes, please indicate your satisfaction with the following health benefits:

	Very Satisfied	Satisfied	Neutral	Dissatisfied	Very Dissatisfied
Prescription drugs coverage	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Dental plan	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Vision plan	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Medical items (e.g. orthopedic shoes, braces, diabetic equipment, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Professional services (e.g. chiropractor, physiotherapist, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

5. WORKING CONDITIONS

Workload

a) Did changes in staffing or other workplace changes in recent years lead to any of the following?

	Yes	No
You were given new duties on top of your usual duties.	<input type="checkbox"/>	<input type="checkbox"/>
You were given more work under your usual duties.	<input type="checkbox"/>	<input type="checkbox"/>

b) Do you usually work through your scheduled breaks to get jobs finished? Yes No

c) Have you worked overtime in the past year? Yes No

i) If yes, how were you compensated?

Banked Time Paid Out Both Neither

Health and Safety

d) Do you have any of the following concerns related to health and safety?

	Yes	No
Lack of employer-sponsored training related to health and safety policies/procedures	<input type="checkbox"/>	<input type="checkbox"/>
Insufficient information about risks/hazards in the workplace	<input type="checkbox"/>	<input type="checkbox"/>
Lack of protection to report incidents or refuse unsafe work	<input type="checkbox"/>	<input type="checkbox"/>
Lack of employee participation on OHS discussions (i.e. through an OHS representative)	<input type="checkbox"/>	<input type="checkbox"/>

e) On a scale of 1 to 9, how concerned are you about your personal safety at work?

Not Worried	1	2	3	4	5	6	7	8	9	Very Worried
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f) On a scale of 1 to 9, how would you rate Banff Centre's commitment to prevent workplace violence?

Not Committed	1	2	3	4	5	6	7	8	9	Very Committed
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6. UNION ENGAGEMENT

Success at the bargaining table will require us to demonstrate a strong, united front from all our members.

a) In what activities would you participate to help build our collective power? (Check all that apply)

- Keeping myself informed
- Attending meetings and events
- Helping my coworkers stay informed
- Wearing CUPE buttons/clothing
- Participating in rallies and other activities
- Other: _____

7. PERSONAL BACKGROUND

a) What is your gender identity?

- Male Female Genderqueer/Non-binary Prefer not to answer

b) What is your age?

- 20 or less 21-30 31-40 41-50 51-60 61-65 66 or more

c) What is your first language?

- English French Other (specify): _____

d) Are you an Indigenous person? (First Nations, Métis, or Inuit) Yes No

e) Please provide a personal email where your bargaining committee can send you updates and information:

f) Would you like to receive updates from CUPE Alberta via e-mail? Yes No

