



City Unit Bargaining Team

Dear CUPE Local 5167 Member:

We are preparing for negotiations. As always, CUPE Local 5167 is seeking a fair negotiated settlement that addresses the priorities of our members. The results of this survey will form the basis of our proposals for bargaining. ***WE NEED YOUR INPUT AND SUPPORT.*** **Survey results are anonymous and will be kept confidential, however a personal email is required to enter the survey for digital outcomes.

1. PERSONAL EMAIL MANDATORY: _____

2. EMPLOYMENT

a) **Job Classification:** _____

b) **Position:** Full-Time ☐ Part-Time ☐

c) **Status:** Permanent ☐ Temporary ☐ Permanent IN Temporary ☐

d) **Service Range (years):**

0-5 ☐ 6-15 ☐ 16-25 ☐ 26+ ☐

3. UNION ENGAGEMENT

a) I am registered for eblasts: Yes ☐ No ☐

b) I have read my Collective Agreement: Yes ☐ No ☐ Some Articles ☐

c) I have interacted with our union:

Never ☐ Once or Twice ☐ Once A Month ☐ Once a Year ☐

4. PRIORITY ISSUES

a) In your view, please indicate how important improvements or changes to each of the following issues are for the next round of bargaining:

	High Priority	Medium Priority	Low Priority	Don't Know/ Does not apply
1. Wages	☐	☐	☐	☐
2. Health Benefits	☐	☐	☐	☐
3. Dental Benefits	☐	☐	☐	☐
4. Pensions	☐	☐	☐	☐
5. Sick Benefits	☐	☐	☐	☐
6. Hours of Work	☐	☐	☐	☐
7. Staffing Levels/Workload	☐	☐	☐	☐
8. Vacation Time	☐	☐	☐	☐
9. Personal Leave	☐	☐	☐	☐
10. Education/Training	☐	☐	☐	☐
11. Job Security/Contracting Out	☐	☐	☐	☐
12. Overtime	☐	☐	☐	☐
13. Transfers	☐	☐	☐	☐
14. Uniforms/Clothing	☐	☐	☐	☐
15. Work Boots	☐	☐	☐	☐
16. Health & Safety	☐	☐	☐	☐

b)

Please identify the three issues you consider most important from those listed above in 4a (1-16):	Priority 1	
	Priority 2	
	Priority 3	

c) In your view, please indicate how important improvements or changes to each of the following **benefits** are for the next round of bargaining:

	High Priority	Medium Priority	Low Priority	Don't Know/ Does not apply
1. Prescriptions	☐	☐	☐	☐
2. Dental	☐	☐	☐	☐
3. Vision	☐	☐	☐	☐

4. Chiropractic	☐	☐	☐	☐
5. Massage	☐	☐	☐	☐
6. Acupuncture	☐	☐	☐	☐
7. Naturopath	☐	☐	☐	☐
8. Physiotherapy	☐	☐	☐	☐
9. Osteopath	☐	☐	☐	☐
10. Mental Health	☐	☐	☐	☐
11. Hearing Aids	☐	☐	☐	☐
12. Short Term Disability	☐	☐	☐	☐
13. Long Term Disability	☐	☐	☐	☐
14. Post-Retirement Benefits	☐	☐	☐	☐
15. Other (Please Explain) _____	☐	☐	☐	☐

d)

Please identify the three benefits you consider most important from those listed above in 4c (1-15):	Priority 1	
	Priority 2	
	Priority 3	

6. WORKING CONDITIONS

a) Please indicate how important each of the following is to improve your working conditions:

	High Priority	Medium Priority	Low Priority	Don't Know/ Does not apply
1. Guaranteed minimum hours of work (PT only, FT Does not apply)	☐	☐	☐	☐
2. Conflict resolution (process to work out issues)	☐	☐	☐	☐
3. Ergonomics (physical workplace)	☐	☐	☐	☐
4. Professional Development (tuition, courses)	☐	☐	☐	☐
5. Training in policies and procedures	☐	☐	☐	☐
6. Hiring process	☐	☐	☐	☐
7. Layoff process	☐	☐	☐	☐
8. Hours of work: staggered hours outside core	☐	☐	☐	☐
9. Hours of work: 4-day work week	☐	☐	☐	☐
10. Hours of work: shift work	☐	☐	☐	☐
11. Working from home	☐	☐	☐	☐

12. Flex or Lieu time	☐	☐	☐	☐
13. Health and wellness opportunities (gym discounts, programs, onsite events, etc.)	☐	☐	☐	☐

b)

Please identify the three benefits you consider most important from those listed above in 6a (1-13):	Priority 1	
	Priority 2	
	Priority 3	

c) Workload: Have changes in staffing in recent years affected your work in any of the following ways?

	Yes	Sometimes	No
Increase in workload	☐	☐	☐
New duties added to your job	☐	☐	☐
Expectation to complete duties in shorter time	☐	☐	☐
Working through breaks and lunch (stop this)	☐	☐	☐
Low staffing levels (not enough workers)	☐	☐	☐
Vacant positions longer than 8 weeks	☐	☐	☐
Management doing the work of the bargaining unit	☐	☐	☐

5. WAGES AND TERM OF COLLECTIVE AGREEMENT

a) CUPE Local 5167 will be seeking a salary increase during the upcoming round of negotiations. Please indicate what you think the union should be seeking:

% per year: _____ OR \$ per job classification per year _____

More detail : _____

b) Term of agreement (how many years):

2 YEARS ☐ 3 YEARS ☐ 4 YEARS ☐ 5 YEARS ☐

6. COMMENTS

Please add any additional comments or expand on priorities you would like the bargaining team to consider in preparing for this round of bargaining:

This image shows a blank sheet of white paper with horizontal ruling lines. The lines are evenly spaced and extend across the width of the page. There are no margins, text, or other markings on the paper.

To ensure a successful round of bargaining we need the support and assistance of individual members like you. Please ensure you register for eblasts if you have not already. The **City Strike Team** will be posted in January 2026! Please consider stepping up, members need to participate and lead successful job action and/or strike action. **YOU ARE THE UNION!!**

Please complete and return by November 30, 2025.