



Simcoe Terrace Bargaining Proposal Survey

Your Name (optional): _____

This survey is confidential. Your answers will help your bargaining committee understand your priorities and build proposals that reflect what matters most to you and your co-workers in the upcoming round of bargaining.

Please complete and return this survey to your committee by Tuesday, October 21, 2025 Noon.

If you have not registered in the past, you **MUST** register for online voting to receive the meeting and voting information at <https://www.unifor112.ca/online-voting/> or scan the QR Code below:



Job Classification

- | | | | | |
|------------------------------------|------------------------------------|---------------------------------------|----------------------------------|---------------------------------------|
| <input type="checkbox"/> Full-time | <input type="checkbox"/> Part-time | <input type="checkbox"/> Casual | | |
| <input type="checkbox"/> PSW | <input type="checkbox"/> RPN | <input type="checkbox"/> Housekeeping | <input type="checkbox"/> Dietary | <input type="checkbox"/> Other: _____ |

How long have you worked at this retirement home?

- ☐ Less than 1 year
- ☐ 1–5 years
- ☐ 6–10 years
- ☐ 11–15 years
- ☐ Over 15 years

What are your top 3 bargaining priorities? (Please select your top 3)

- ☐ Wages
- ☐ Benefits (e.g., dental, vision, prescriptions)
- ☐ Scheduling / Hours of work
- ☐ Paid sick days
- ☐ Job security
- ☐ Pensions / retirement security
- ☐ Staffing levels / workload
- ☐ Paid meal/rest breaks
- ☐ Weekend premiums / shift differentials
- ☐ Violence prevention / health & safety
- ☐ Vacation improvements
- ☐ Paid education / training
- ☐ Other (please specify): _____

Are you satisfied with your current wage rate?

- ☐ Yes
- ☐ No — I need an increase to reflect:
 - ☐ Cost of living
 - ☐ Comparable jobs elsewhere
 - ☐ Workload / responsibilities
 - ☐ Other: _____

Do you feel safe at work?

- ☐ Yes
- ☐ Sometimes
- ☐ No

If you answered “**Sometimes**” or “**No**,” please explain briefly: _____

Are you regularly working short-staffed?

- ☐ Yes
- ☐ Sometimes
- ☐ No

Are you satisfied with your current work schedule?

☐ Yes

☐ No — I would prefer:

☐ More consistent hours

☐ More part-time/full-time positions

☐ More notice for schedule changes

☐ Fewer split shifts

☐ Other: _____

Are you satisfied with your health and dental benefits?

☐ Yes

☐ No — I would like improvements to:

☐ Prescription drug coverage

☐ Dental

☐ Vision

☐ Mental health services

☐ Paramedical (e.g., physio, chiro)

☐ Other: _____

Do you support introducing new pension plan or improving your current CWIPP pension?

☐ Yes

☐ No

☐ Not sure

Are you interested in additional paid sick days in the collective agreement?

☐ Yes

☐ No

☐ I already have enough

Would you be willing to take collective action (e.g., wear buttons, attend rallies/demonstrations, if necessary) to support your bargaining goals?

☐ Yes

☐ No

☐ Maybe — I'd like more information

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