UNIFOR
Local112

Hospitality Bargaining Survey

DATE:	**NAME (optional):**
UNIT/WORKPLACE:	
DEPARTMENT:	**CELL:**

Please fill out this survey indicating the level of importance from 1-10 (1 being most important) for each of the following issues. Be as candid and as specific as possible so that we may build a framework in negotiations to best address your concerns.

WAGES / COMPENSATION

Select from 1-10 (1 being most important)

What are your top priorities when it comes to your pay and compensation?

____ Wage rate
____ Vacation time / paid holidays
____ Personal / Sick days
____ Special adjustments for particular job classifications. (specify:_____)
____ Pay premiums for certain kinds of work (e.g. overnight shift, holidays)
____ Pay for being a trainer
____ Allowances (for example: shoes, tools, knives)

Your comments:

_____

_____

BENEFITS

What are your top priorities when it comes to your benefit coverage?

_____

_____

Do you prefer to go to your own dentist or specific dental centres mandated by the plan?

____Own dentist
____Specific dental centres

PENSION

Do you know how much you'll receive from your pension when you retire?

____YES ____NO

Would you prefer to have a predictable income when you retire?

____YES ____NO

GRATUITIES

We bargain about many gratuity issues. Here are some examples:

- Banquets: percentage charged, distribution
- Restaurants: automatic gratuities on tables of 6 or more, coupons/vouchers, events held in restaurants
- Room Service: automatic gratuities on orders, comped/promotional items, amenities
- Guest Services: baggage handling and storage, amenity delivery (e.g. gift bags, etc.), valet parking, parking spots, tours, etc.
- QR Code for tipping (housekeeping, guest services, etc.)
- Tip transparency/audit language

Where do you personally make the most gratuity income?

What are your top priorities in terms of protecting and/or increasing your gratuities?

JOB SECURITY

Select from 1-10 (1 being most important)

What is the biggest threat to your job security? Rank in terms of importance.

____ Injury
____ Subcontracting work in/out
____ Use of agency workers
____ Temporary/permanent closures/renovations
____ Combining/eliminating specific job classifications
____ Reduced hours of operation in food and beverage outlets
____ Conversion of hotels to residential or other uses
____ Non-union people doing union work (for example, agency workers, managers, supervisors, etc.)
____ Labour-cutting initiatives like the "Green Choice" or other housekeeping programs that reduce the need to clean rooms daily
____ Technological change (for example, machines, apps, AI that can do all or part of our work)

What is the greatest threat to your job security right now?

WORKLOAD

What are the most important workload issues in your department?

HEALTH & SAFETY

What is the most important health and safety concern for you?

DEPARTMENTAL ISSUES

Are there any specific departmental issues that you want us to know about?