



January 2012

BC HYDRO MEMBERS BARGAINING SURVEY – 2012

To: All COPE 378 Members at BC Hydro

All BC Hydro members should fill out this survey. You can either fill it out online at <http://cope378.ca/bc-hydro-bargaining-survey-january-2012> or, by hard copy. Please fill it out only once and return it to the Union office no later than 4:30 Monday, February 6, 2012. You can return it by email to bchbargaining@cope378.ca, fax: 604-299-8211 or OCS.

PLEASE CIRCLE YOUR RESPONSE TO EACH QUESTION

1. **Gender** Male Female

2. **Location** a - Edmonds e - Vancouver Island
 b - Dunsmuir f - Northern Interior
 c - Other Lower Mainland g - Southern Interior
 d - Fraser Valley

3. **Strategic Business Unit** a - Powertech e - Generation
 b - Distribution f - Finance
 c - Engineering g - Other
 d - Field Services

4. **How long with BC Hydro** a - Under 2 years
 b - 2 to 10 years
 c - 10 plus years

5. **Salary Group** a - Four to Eight b - Nine or higher

6. **Status** a - FTR c - FTT
 b - PTR d - Casual

7. **How long do you think the next contract should be for?**
 a) One year b) Two years c) Three years d) Four years e) DC (don't know)

8. **What salary increase would realistically be satisfactory to you under the current conditions?**
 - a. **First year**
 0% 1% 2% 3% 4% other _____
 - b. **Second year**
 0% 1% 2% 3% 4% other _____
 - c. **Third year**
 0% 1% 2% 3% 4% other _____
 - d. **Fourth year**
 0% 1% 2% 3% 4% other _____

9. Is the Gainsharing Program a priority?

Yes _____ No _____

10. Are you in favour of a 'status quo' or rollover agreement, ie maintaining the existing Collective Agreement without changes?

a. Yes _____ b. No _____

11. Are there any excluded management or consultant jobs in your work area that you believe should be included in the Union?

a. Yes _____ b. No _____

Concerns About Your Future

Please rate how concerned you are personally about each of the following.

Please use a scale of 1-5 where 1 means Not At All Concerned and 5 means Extremely Concerned.

12. How concerned are you that ...

The job you have will not be secure 1 2 3 4 5
The working conditions in your job will deteriorate 1 2 3 4 5
Your real income is declining 1 2 3 4 5
The company's commitment to you will decline..... 1 2 3 4 5
Customer service will decline..... 1 2 3 4 5

13. How concerned are you about:

The company's use of casuals in your area 1 2 3 4 5
The company's use of PTR and FTT workers in
FTR job positions..... 1 2 3 4 5
The different Lines of Business becoming separate
Corporations 1 2 3 4 5
The company's use of outside contractors..... 1 2 3 4 5
The security of your pension 1 2 3 4 5

14. How concerned are you that your union addresses:

Job security 1 2 3 4 5
Compensation 1 2 3 4 5
Benefits: Extended Health 1 2 3 4 5
 Dental 1 2 3 4 5
 Sick Leave/LTD 1 2 3 4 5
 Retirement Benefits 1 2 3 4 5
Avoiding concessions or rollbacks 1 2 3 4 5
Contracting-out 1 2 3 4 5
Workplace health & safety training 1 2 3 4 5
EFAP 1 2 3 4 5
Return to work 1 2 3 4 5

Are you personally prepared to commit to job action/strike over one or more of the following:

	<u>Job Action</u>	
Compensation	Yes	No
Benefits	Yes	No
Job security	Yes	No
Contracting Out.....	Yes	No
Concessions or roll-backs.....	Yes	No
Gainshare.....	Yes	No
Other: _____	Yes	No

15. What are the five most important things you would like to see your Union achieve in the upcoming negotiations with the Employer, other than a wage increase? Please specify these items in descending order of importance, with a) being the most important and e) being the least important of these key objectives:

a) _____

b) _____

c) _____

d) _____

e) _____

Thank you

We may need to ask some questions or clarify your answers so please provide your name and contact information.

Name: _____

Phone number: _____

Home e-mail: _____