

# CIVIC SERVICE UNION 52

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## **Civic Service Union 52 Negotiating Committee for the City of Edmonton Bargaining Unit –**

### **Information taken from the April 2011 Minutes for the CSU 52 General and Executive Meetings**

#### **From the April 2011 CSU 52 General Minutes:**

We met with the City on March 23 and exchanged proposals. The following Tuesday we had one day of negotiations and dealt with some of the housekeeping issues and one-offs (non monetary issues) from both proposals. We've resolved a number of issues and worked well together. We have scheduled 10 meetings up until the end of June. Attached is a summary of the survey requested by the membership.

#### **From the April 2011 CSU 52 Executive minutes:**

At the General Meeting Therese made a presentation to the Membership about results of the bargaining survey. Bargaining meetings will be held with the Employer on April 19 and every Tuesday after that.

In solidarity,

Therese Doucet (City of Edmonton Bargaining Representative)

# City of Edmonton 2010 Negotiations Survey

**ATTACHMENT 7.13.1**

## 1. How long have you been employed with the City of Edmonton?

Answer Options	Response Percent	Response Count
Under 2 years	15.4%	237
2 years to 6 years	30.7%	474
7 years to 15 years	18.7%	288
16 years to 21 years	11.7%	180
22 years or more	23.6%	364
	<b>answered question</b>	<b>1543</b>
	<b>skipped question</b>	<b>4</b>

## 2. What is your age?

Answer Options	Response Percent	Response Count
18 to 29	14.4%	222
30 to 39	22.4%	344
40 to 49	29.6%	455
50 and over	33.6%	517
	<b>answered question</b>	<b>1538</b>
	<b>skipped question</b>	<b>9</b>

## 3. What is your gender?

Answer Options	Response Percent	Response Count
Female	62.3%	951
Male	37.7%	576
	<b>answered question</b>	<b>1527</b>
	<b>skipped question</b>	<b>20</b>

## 4. What type of job do you have?

Answer Options	Response Percent	Response Count
Administrative	37.5%	572
Technical	26.6%	406
Professional	35.9%	548
	<b>answered question</b>	<b>1526</b>
	<b>skipped question</b>	<b>21</b>

# City of Edmonton 2010 Negotiations Survey

## 5. What category do you fall within?

Answer Options	Response Percent	Response Count
Temporary	3.3%	50
Provisional	2.1%	32
Permanent	94.7%	1452
	<b>answered question</b>	<b>1534</b>
	<b>skipped question</b>	<b>13</b>

## 6. What are your regular hours of work?

Answer Options	Response Percent	Response Count
67.5 hours/bi-weekly	79.4%	1221
80 hours/bi-weekly	15.8%	243
Other (please specify)	4.7%	73
	<b>answered question</b>	<b>1537</b>
	<b>skipped question</b>	<b>10</b>

## 7. Please rate in order of importance, the areas that are most important to you. One (1) being the most important and six (6) being the least important.

Answer Options	1	2	3	4	5	6	Response Count
Wages	959	132	57	40	37	143	1368
Major Medical Benefits (eg. prescription drugs, ambulance, chiropractor, physiotherapy, etc.)	149	589	238	136	150	65	1327
Fringe Benefits (eg. vacation, bereavement leave, safety boots, maternity/paternity leave, etc.)	62	228	348	279	263	136	1316
Dental	26	151	390	429	216	115	1327
Health Spending Account	73	176	203	303	430	182	1367
Family & Compassionate Care Leave	140	92	129	145	230	661	1397
					<b>answered question</b>		<b>1457</b>
					<b>skipped question</b>		<b>90</b>

## 8. Taking into consideration the current economic situation, what increase do you believe would be a fair wage settlement per year?

### Percentage Increase

Answer Options	0.0 %	0.5 %	1.0 %	1.5 %	2.0 %	2.5 %	3.0 %	3.5 %	4.0 %	4.5 %	5.0 %	Response Count
2011	10	18	48	65	176	87	344	141	207	61	339	1496
2012	2	15	34	52	150	116	274	165	241	125	310	1484
2013	1	16	28	37	123	71	290	128	238	110	442	1484

### Question Totals

<b>answered question</b>	<b>1496</b>
<b>skipped question</b>	<b>51</b>

# City of Edmonton 2010 Negotiations Survey

9. How would you rate Family and Compassionate Care Leave as a priority (defined as "paid leave for family-related responsibilities or related emergencies")?

Answer Options	Response Percent	Response Count
1 - important	58.8%	892
2 - not a priority	34.9%	530
3 - not important	6.3%	95
	<i>answered question</i>	<b>1517</b>
	<i>skipped question</i>	<b>30</b>

10. How important is some additional form of long service recognition to you?

Answer Options	Response Percent	Response Count
1 - important	28.9%	436
2 - not a priority	45.2%	682
3 - not important	26.0%	392
	<i>answered question</i>	<b>1510</b>
	<i>skipped question</i>	<b>37</b>

11. The Negotiations Committee would like your direction on Major Medical benefits. Additional benefits will increase your premium. Given this fact, do you want additional benefits?

Answer Options	Response Percent	Response Count
Yes	55.1%	821
No	44.9%	670
	<i>answered question</i>	<b>1491</b>
	<i>skipped question</i>	<b>56</b>

## City of Edmonton 2010 Negotiations Survey

**12. If we negotiated additional benefits, what additional benefits would you like included/added in our Major Medical Benefit plan? You may choose several options.**

Answer Options	Response Percent	Response Count
Out-of-country medical	21.9%	330
Removal of the \$30 annual deductible for Major Medical benefits (eg. prescription drugs)	36.0%	543
Extended list of covered practitioners. Eg. Speech Therapist, Registered Massage Therapist, Naturapath (use of natural remedies such as herbs and foods rather than surgery), Osteopath (muscles and bones of the body) and Podiatrist (diagnosis and treatment of diseases of the feet).	58.2%	878
Not important.	16.1%	243
Other (please specify). There were 271 comments	18.0%	271
Vision, Eye Glasses, Contact Lenses, Optical		78
Health Care Spending Account or HCSA		6
Chiropractic		9
Physiotherapy		8
Massage Therapy		6
	<i>answered question</i>	<b>1509</b>
	<i>skipped question</i>	<b>38</b>

**13. Bereavement Leave for grandparents and grandparents of current spouse is one (1) day. Should the Negotiations Committee attempt to re-negotiate an increase in Bereavement Leave for grandparents and grandparents of current spouse?**

Answer Options	Response Percent	Response Count
Yes	41.9%	636
No	58.1%	881
	<i>answered question</i>	<b>1517</b>
	<i>skipped question</i>	<b>30</b>

**14. Currently, City of Edmonton employees cost-share the premium of the Major Medical benefits (70% Employer, 30% Employee). Would you like the Negotiations Committee to attempt to re-negotiate the cost-share?**

Answer Options	Response Percent	Response Count
Yes	42.2%	638
No	57.8%	875
	<i>answered question</i>	<b>1513</b>
	<i>skipped question</i>	<b>34</b>

## City of Edmonton 2010 Negotiations Survey

15. If you answered yes:

Answer Options	75% Employer / 25% Employee	80% Employer / 20% Employee	85% Employer / 15% Employee	90% Employer / 10% Employee	95% Employer / 5% Employee	100% Employer / 0% Employee	Response Count
What percentage?	96	262	68	81	13	113	633
<b>Question Totals</b>							
<i>answered question</i>							<b>633</b>
<i>skipped question</i>							<b>914</b>

16. Currently, City of Edmonton employees cost-share the premium of Dental benefits (65% Employer, 35% Employee). Would you like the Negotiations Committee to attempt to re-negotiate the cost-share?

Answer Options	Response Percent	Response Count
Yes	57.5%	865
No	42.5%	640
<i>answered question</i>		<b>1505</b>
<i>skipped question</i>		<b>42</b>

17. If you answered yes:

Answer Options	70% Employer / 30% Employee	75% Employer / 25% Employee	80% Employer / 20% Employee	85% Employer / 15% Employee	90% Employer / 10% Employee	95% Employer / 5% Employee	100% Employer / 0% Employee	Response Count
What percentage?	234	137	242	46	72	14	113	858
<b>Question Totals</b>								
<i>answered question</i>								<b>858</b>
<i>skipped question</i>								<b>689</b>

18. Please explain if you have any issues that you would like addressed in regards to: Shift Differential:

Answer Options	Response Count	
The committee reviewed 84 comments	427	
<i>answered question</i>		<b>427</b>
<i>skipped question</i>		<b>1120</b>

# City of Edmonton 2010 Negotiations Survey

19. Please explain if you have any issues that you would like addressed in regards to: Weekend Work Premium:

Answer Options	Response Count
There were 88 comments. The most common:	410
Premium Stacking	24
\$ amount	7
	<b>answered question 410</b>
	<b>skipped question 1137</b>

20. Please explain if you have any issues that you would like addressed in regards to: Danger Pay:

Answer Options	Response Count
	385
Tunnel	4
Danger	26
Work Alone	9
Bio-Hazards	3
Police	4
	<b>answered question 385</b>
	<b>skipped question 1162</b>

21. Please explain if you have any issues that you would like addressed in regards to: Standby Pay:

Answer Options	Response Count
There were 124 comments. The most common:	473
Increase Wages	68
Same as Other Unions	23
	<b>answered question 473</b>
	<b>skipped question 1074</b>

## City of Edmonton 2010 Negotiations Survey

**22. Please explain if you have any issues that you would like addressed in regards to: Telephone Calls (at home outside of normal working hours):**

Answer Options	Response Count
There were 174 comments.	395
Reimbursement Increase	93
<i>answered question</i>	<b>395</b>
<i>skipped question</i>	<b>1152</b>

**23. Please explain if you have any issues that you would like addressed in regards to: Clothing Allowance:**

Answer Options	Response Count
There were 33 comments.	393
Uniform increase	17
<i>answered question</i>	<b>393</b>
<i>skipped question</i>	<b>1154</b>

**24. Please explain if you have any issues that you would like addressed in regards to: Safety Boot Subsidy:**

Answer Options	Response Count
# of comments.	411
100%	116
Increase	11
Percent	2
<i>answered question</i>	<b>411</b>
<i>skipped question</i>	<b>1136</b>

## City of Edmonton 2010 Negotiations Survey

25. Do you know that some City of Edmonton employees work 40 hours per week instead of 33.75?

Answer Options	Response Percent	Response Count
Yes	90.7%	1345
No	9.3%	138
<i>answered question</i>		<b>1483</b>
<i>skipped question</i>		<b>64</b>

26. Do you know that when an employee's work week is increased from 33.75 hours per week to 40 hours per week, that the hourly rate of pay is reduced? EXAMPLES: Clerk II 33.75 hrs/week = \$23.796 /hr 40 hrs/week = \$22.487 /hr Community Service Worker 33.75 hrs/week = \$32.811 /hr 40 hrs/week = \$31.006 /hr Engineering Technician II 33.75 hrs/week = \$43.138 /hr 40 hrs/week = \$40.764 /hr

Answer Options	Response Percent	Response Count
Yes	55.2%	827
No	44.8%	672
<i>answered question</i>		<b>1499</b>
<i>skipped question</i>		<b>48</b>

27. Do you know that the employer, with one month notice, has the authority to adjust the work week of employees from 33.75 hours per week to 40 hours per week?

Answer Options	Response Percent	Response Count
Yes	24.6%	371
No	75.4%	1138
<i>answered question</i>		<b>1509</b>
<i>skipped question</i>		<b>38</b>

28. Knowing that the 40 hour per work week employee receives less pay per hour, should the Negotiations Committee address this issue?

Answer Options	Response Percent	Response Count
Yes	76.5%	1137
No	23.5%	350
<i>answered question</i>		<b>1487</b>
<i>skipped question</i>		<b>60</b>

## City of Edmonton 2010 Negotiations Survey

**29. Are you satisfied with the current process for posting and filling vacancies (this process includes the duration of postings, notification regarding selections, management feedback concerning non-selections, part-time to permanent not considered as a promotion, and testing)?**

There were 328 comments. The committee reviewed all comments and some became part of the proposals. Due to FOIP & PIPA, the comments can not be released as individuals or groups can be identified.

Answer Options	Response Percent	Response Count
Yes	48.6%	733
No	22.1%	334
Don't know	29.3%	442
If no, please explain.		328

<i>answered question</i>	<b>1509</b>
<i>skipped question</i>	<b>38</b>

**30. Please list any additional items that you would like to see addressed in the Collective Agreement.**

There were 672 comments. The committee reviewed all comments and some became part of the proposals. Due to FOIP and PIPA, the comments can not be released as individuals or groups can be identified.

Answer Options	Response Count
	672
EDO	49
Shift	29
HCSA	3
Health Care Spending Account	20
<i>answered question</i>	<b>672</b>
<i>skipped question</i>	<b>875</b>