










1. To which School do you belong?

		Response Percent	Response Count
JR School of Business (includes Learning Resources, Teaching & Academic Development, Faculty of Undergraduate Studies, Hospitality & Culinary Arts)		18.3%	76
School of Health Sciences (includes Recreation, Recruitment & Student Life)		13.7%	57
School of Information Communication & Engineering Technology		29.2%	121
School of Sustainable Building and Environmental Technology (includes Continuing Education)		13.3%	55
School of Trades		25.5%	106
		answered question	415
		skipped question	59



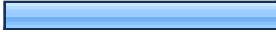

2. What is your status?

		Response Percent	Response Count
Permanent		99.1%	466
Sessional		0.9%	4
		answered question	470
		skipped question	4

3. Are you Full-time or Part-time?

		Response Percent	Response Count
Full-Time		96.2%	454
Part-Time		3.8%	18
answered question			472
skipped question			2

4. What is your age category?

		Response Percent	Response Count
30 or younger		3.4%	16
31 - 45		29.7%	140
46 - 55		40.7%	192
56 and older		26.3%	124
answered question			472
skipped question			2

5. How many years of service do you have as an academic staff member?

		Response Percent	Response Count
1		4.8%	22
2		4.8%	22
3		3.7%	17
4		6.7%	31
5		9.3%	43
6		7.3%	34
7		8.6%	40
8		3.5%	16
9		3.7%	17
10		6.9%	32
11		5.4%	25
12		4.8%	22
13		4.1%	19
14		1.9%	9
15		3.9%	18
16		1.5%	7
17		1.7%	8
18		0.9%	4
19		1.1%	5
20		1.5%	7
21		1.5%	7
22		2.4%	11
23		1.3%	6

24		1.3%	6
25		1.9%	9
26		1.1%	5
27		1.1%	5
28		0.4%	2
29		0.4%	2
30		1.1%	5
31		0.9%	4
32		0.2%	1
33		0.0%	0
34		0.0%	0
35		0.0%	0
36+		0.4%	2
answered question			463
skipped question			11

6. What length of Collective Agreement would you prefer?

		Response Percent	Response Count
One Year		3.0%	14
Two Year		28.0%	132
Three Year		65.4%	308
More than Three Years		3.6%	17
answered question			471
skipped question			3

7. How would you rank the following three bargaining goals for the 2013 Negotiations?

	Most Important	Somewhat Important	Least Important	Rating Average	Response Count
Improving Wages (including general wage increases, cost of living adjustment)	72.1% (307)	24.4% (104)	3.5% (15)	1.31	426
Improving Benefits (medical/dental insurance, sick leave, LTD, EPDA, EEF)	25.8% (111)	57.8% (249)	16.5% (71)	1.91	431
Improving other Sections of the Collective Agreement	9.8% (44)	21.3% (95)	68.9% (308)	2.59	447
answered question					468
skipped question					6

8. If improving Sections of the Collective Agreement is important to you, prioritize the list from least important (10).

	Most Important	2	3	4	5	6	7	8	9	Im
Section 15 – Work Schedule	5.3% (22)	16.3% (68)	14.4% (60)	15.6% (65)	16.0% (67)	11.2% (47)	9.6% (40)	5.7% (24)	4.8% (20)	1
Section 16 – Workloads	25.3% (109)	18.6% (80)	15.6% (67)	11.6% (50)	8.8% (38)	10.5% (45)	3.0% (13)	3.3% (14)	2.8% (12)	0
Section 17 – Paid Holidays	2.0% (8)	6.4% (26)	11.5% (47)	15.2% (62)	18.9% (77)	15.2% (62)	16.0% (65)	8.8% (36)	4.2% (17)	1
Section 24 – Professional Development	7.1% (29)	11.9% (49)	14.6% (60)	17.0% (70)	13.1% (54)	13.4% (55)	10.2% (42)	7.3% (30)	4.4% (18)	1
Section 28 – Long Term Disability (LTD)	0.8% (3)	2.8% (11)	5.5% (22)	6.0% (24)	10.8% (43)	16.3% (65)	27.8% (111)	18.5% (74)	10.0% (40)	1
Section 29 – Health Plan Benefits	8.5% (36)	19.6% (83)	15.8% (67)	16.5% (70)	17.0% (72)	12.1% (51)	5.2% (22)	3.3% (14)	1.9% (8)	0
Section 39 – Protective Clothing	0.2% (1)	0.5% (2)	2.5% (10)	2.5% (10)	2.7% (11)	5.6% (23)	8.3% (34)	14.7% (60)	27.2% (111)	:
Section 55 – Salary & Allowances	46.2% (203)	17.8% (78)	12.3% (54)	9.3% (41)	5.9% (26)	3.2% (14)	1.6% (7)	2.3% (10)	0.9% (4)	0
Section 56 – Phased-in-Retirement Plan	3.5% (15)	6.9% (30)	7.6% (33)	6.5% (28)	7.2% (31)	9.7% (42)	10.9% (47)	20.8% (90)	18.9% (82)	8.
Other – Please specify below	9.0% (11)	5.7% (7)	5.7% (7)	6.6% (8)	0.8% (1)	4.1% (5)	2.5% (3)	2.5% (3)	10.7% (13)	!

The Other Section(s) of the Collective Agreement which are in

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


9. Considering the following health care items, prioritize the list from most important (1) to least important (5) to you.

	Most Important	2	3	4	Least Important	Rating Average	Response Count
Improve basic dental coverage	25.4% (112)	28.8% (127)	25.4% (112)	16.1% (71)	4.3% (19)	2.45	441
Improve orthodontic coverage	10.7% (47)	13.2% (58)	20.0% (88)	20.7% (91)	35.5% (156)	3.57	440
Improve Extended Health coverage (ie. massage, chiropractic, orthotics)	26.5% (116)	21.5% (94)	24.9% (109)	16.9% (74)	10.3% (45)	2.63	438
Improve LTD/Life Insurance coverage	7.5% (33)	8.9% (39)	12.8% (56)	32.6% (143)	38.3% (168)	3.85	439
Improve Vision Care	31.0% (138)	29.7% (132)	18.0% (80)	12.6% (56)	8.8% (39)	2.38	445
answered question							456
skipped question							18

10. How would you like to achieve improved or additional health care coverage? Prioritize the following list from most acceptable (1) to most least acceptable (4) to you.

	Most Acceptable	2	3	Least Acceptable	Rating Average	Response Count
Willing to trade one service coverage for another (ie. trade massage therapy coverage for vision care)	60.0% (257)	15.4% (66)	15.9% (68)	8.6% (37)	1.73	428
Willing to take a lower wage increase to cover additional cost of benefit	7.1% (30)	15.7% (66)	29.9% (126)	47.3% (199)	3.17	421
Willing to accept cost-sharing of premiums for additional benefits	29.7% (124)	51.4% (215)	17.5% (73)	1.4% (6)	1.91	418
Willing to pay entire premium for additional coverage	3.6% (15)	16.0% (67)	36.4% (152)	44.0% (184)	3.21	418
answered question						445
skipped question						29

11. Are changes needed to Section 39 Protective Clothing?

		Response Percent	Response Count
Yes		10.5%	46
No		23.9%	105
Don't Know		65.6%	288
answered question			439
skipped question			35

12. Consider the items listed below and prioritize the list from most important (1) to least important (3) to you.

	Most Important	2	Least Important	Rating Average	Response Count
Voluntary Separation Incentive Program	23.7% (99)	28.0% (117)	48.3% (202)	2.25	418
Health & Wellness Programs	41.8% (178)	44.6% (190)	13.6% (58)	1.72	426
Re-establish a credential improvement fund (i.e. Educational Enhancement Fund-EEF)	36.0% (154)	27.3% (117)	36.7% (157)	2.01	428
answered question					437
skipped question					37

13. If a Credential Improvement Fund were to be re-established, consider the following changes below and prioritize from most important (1) to least important (4) to you.

	Most Important	2	3	Least Important	Rating Average	Response Count
Funding established on a School basis, whereby members from that School could access the funding as needed	16.0% (63)	21.1% (83)	32.2% (127)	30.7% (121)	2.78	394
Funding established on a per member basis whereby each member is allotted a specific amount that expires at the end of each year	4.6% (18)	40.2% (156)	36.6% (142)	18.6% (72)	2.69	388
Funding established on a per member basis whereby each member is allotted a specific annual amount that can be carried forward for 3 years	70.1% (284)	20.5% (83)	8.1% (33)	1.2% (5)	1.40	405
Establishment of a plan outside the Collective Agreement (as done at SAIT)	10.5% (41)	19.2% (75)	22.0% (86)	48.3% (189)	3.08	391
answered question						413
skipped question						61

14. Is the current Educational Professional Development Account (EPDA) meeting your needs? Consider the following changes below and prioritize from most important (1) to you to least important (4) to you.

	Most Important	2	3	Least Important	Rating Average	Response Count
Nothing, the current EPDA is effective as it currently stands	29.4% (114)	23.5% (91)	30.4% (118)	16.8% (65)	2.35	388
Increase the funding allotment	48.0% (189)	32.0% (126)	16.5% (65)	3.6% (14)	1.76	394
Allocate EPDA as a taxable benefit allowing more choices for use of funding.	22.6% (88)	33.7% (131)	33.2% (129)	10.5% (41)	2.32	389
Other (please explain below)	12.9% (15)	11.2% (13)	9.5% (11)	66.4% (77)	3.29	116

The current EPDA does/does not meet my needs because 52

answered question 426

skipped question 48

15. Additional Comments or Concerns:

Response Count

72

answered question 72

skipped question 402