

**CBE STAFF ASSOCIATION  
PROFESSIONAL SUPPORT STAFF NEGOTIATION SURVEY**

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**41/160 SURVEYS RETURNED (25.5%)**

MONETARY	NO ANSWER	NOT CRITICAL			ABSOLUTELY CRITICAL	
		1	2	3	4	5
A salary increase of _____% on the current 2009 salaries.	2	6	4	7	10	12
Staff Development Fund to be increased.	0	0	6	11	12	12
Increase vacation pay / time.	0	14	3	14	3	7
Winter Break and Spring Break be paid time off.	1	7	2	3	9	19
Increase materials management allowance.	0	15	9	8	7	2

SALARY INCREASE	RESPONSES
2.5%	1
3%	3
4%	2
5%	3
6%	1
5.99%	1
7%	1
15%	1
5+%	1
6+%	1
3-4%	1
3-5%	1

SALARY INCREASE	RESPONSES
AAWE	6
Cost of Inflation	1
Cost of Living	1
Standard of Living	1
No Suggestion	15

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BENEFITS	NO ANSWER	NOT CRITICAL			ABSOLUTELY CRITICAL	
		1	2	3	4	5
CBE to pay 100% of premiums for LTD.	2	16	7	7	6	3
Increase Health Spending Account by \$_____.	0	8	9	11	10	3

HEALTH SPENDING INCREASE	RESPONSES
\$100	1
\$180	1
\$200	3
\$250	10
\$500	3
\$1,000	2
5%	1
10-15%	1

HEALTH SPENDING INCREASE	RESPONSES
Any Amount	1
Standard of Living	1
No Suggestion	17

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<b>SERVICE GRATUITY</b>	<b>NO ANSWER</b>	<b>NOT CRITICAL</b>			<b>ABSOLUTELY CRITICAL</b>	
		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
Add 5 year and 25 year stages (stages currently at 10, 15 & 20 years).	0	12	7	11	8	3
Increase amount paid out at each stage.	0	12	5	14	9	1
Service gratuity paid out at each of 5, 10, 15, 20 & 25 years.	0	14	4	13	7	3

<b>WORKING CONDITIONS</b>	<b>NO ANSWER</b>	<b>NOT CRITICAL</b>			<b>ABSOLUTELY CRITICAL</b>	
		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
Should there be more clarity around lay-off / recall.	1	11	3	9	11	6
Maximum hours worked per day.	1	10	5	5	10	10