**SONDAGE PRÉ – NÉGOCIATION  
PRE NEGOTIATION SURVEY**

Bonjour à toutes et à tous,

Notre convention collective se termine le 19 septembre 2020. Il est donc temps de commencer nos travaux pour le renouvellement de notre convention collective.

Une assemblée générale sera prévue au printemps pour adopter le cahier de demandes négociation. Pour ce faire, nous vous demandons de bien vouloir remplir le formulaire suivant et de **le retourner à l’un de vos représentants syndicaux avant le 1er avril 2020**

Votre exécutif

*Hi everyone,*

*Our collective agreement expires in September 19th, 2020, and it is now time to start working on its renewal.*

*A first general meeting will held this spring during which you will be asked to adopt a collective agreement project.*

*To be able to prepare this project, we ask you to please answer the following questionnaire before April 1st, 2020.*

*Your executive*

1. **Dans quelle tranche d’âge vous situez-vous ?**

***Which age group are you in?***

|  |  |
| --- | --- |
| Moins de 25 ans / Less than 25 | ⃝ |
| 25-30 | ⃝ |
| 31-35 | ⃝ |
| 36-40 | ⃝ |
| 41-45 | ⃝ |
| 46-50 | ⃝ |
| 50-55 | ⃝ |
| 56-60 | ⃝ |
| 61 et + / 61 and up | ⃝ |

1. **Quel est votre statut d’emploi ?**

***What is your employment status?***

|  |  |
| --- | --- |
| Temps plein / *Full-time* | ⃝ |
| Temps partiel / *Part-time* | ⃝ |
| Occasionnel / Occasional | ⃝ |
| En période de probation /*In probation* | ⃝ |

1. **Êtes-vous étudiant ?**

***Are you a student?***

|  |  |
| --- | --- |
| Oui / Yes | ⃝ |
| Non / No | ⃝ |

1. **Veuillez indiquer le secteur dans lequel vous travaillez.**

***Please indicate the sector that you work in.***

|  |  |
| --- | --- |
| Bureau | ⃝ |
| Entrepôt | ⃝ |
| Transport | ⃝ |
| Transport / Entrepôt | ⃝ |

1. **Si vous avez répondu BUREAU à la question 4, veuillez indiquer le département dans lequel vous travaillez.**

***If you answered BUREAU to question 4, please indicate the department that you work in.***

|  |  |
| --- | --- |
| Marges et revenus | ⃝ |
| Comptabilité logistique-distribution | ⃝ |
| Finances | ⃝ |
| Comptabilité de detail | ⃝ |
| Crédit – analyses finances | ⃝ |
| Trésorerie et assurances | ⃝ |
| Vérification interne | ⃝ |
| Soutien matériel | ⃝ |
| Publicité – promotion | ⃝ |
| Production et mise en page | ⃝ |
| Achats | ⃝ |
| Soutien aux marchands | ⃝ |
| Mise en marché | ⃝ |
| Support informatique | ⃝ |
| Transport entrant | ⃝ |
| Gestion des données maîtres (gdm) | ⃝ |
| Affaires corporatives | ⃝ |
| Service aux consommateurs | ⃝ |

1. **Si vous avez répondu ENTREPÔT à la question 4, veuillez indiquer votre occupation.**

***If you answered ENTREPÔT to question 4, please indicate your work title.***

|  |  |
| --- | --- |
| Préparateur chargeur | ⃝ |
| Préposé à la salubrité | ⃝ |
| Opérateur de monte-charge | ⃝ |
| Préposé à la reception | ⃝ |
| Chauffeur | ⃝ |
| Contrôleur | ⃝ |
| Préposé à la maturation des bananes | ⃝ |
| Commis | ⃝ |
| Préposé à la cours | ⃝ |

1. **Si vous avez répondu ENTREPÔT à la question 4, veuillez indiquer votre occupation.**

***If you answered ENTREPÔT to question 4, please indicate your work title.***

|  |  |
| --- | --- |
| Chauffeur | ⃝ |
| Jockey (Shunter) | ⃝ |
| Préposé à la cours | ⃝ |

1. **Si vous avez répondu TRANSPORT / ENTREPÔT à la question 4, veuillez indiquer votre occupation*.***

***If you answered TRANSPORT / ENTREPÔT to question 4, please indicate your work title.***

|  |  |
| --- | --- |
| Chauffeur | ⃝ |
| Jockey (Shunter) | ⃝ |
| Préposé à la cours | ⃝ |

1. **Selon vous, quel est l’élément le plus important à négocier pour la prochaine convention collective ?**

***What is the most important element to negotiate for the next collective agreement?***

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1. **Au cours des dernières années, avez-vous vécu une problématique avec l’une des clauses de la convention collective ?**

***In the past few years, have you experienced some difficulties regarding one of the collective agreement dispositions?***

|  |  |
| --- | --- |
| Oui / Yes | ⃝ |
| Non / No | ⃝ |

**Si oui, expliquez. *If yes, please explain.***

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1. **Souhaiteriez-vous un changement à l’horaire de travail ?**

***Would you like to see some changes regarding the work schedule?***

|  |  |
| --- | --- |
| Oui / Yes | ⃝ |
| Non / No | ⃝ |

**Si oui, expliquez.**

***If yes, please explain.***

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1. **Souhaiteriez-vous une amélioration de la conciliation famille-travail ?**

***Would you like to see some changes regarding family-work balance?***

|  |  |
| --- | --- |
| Oui / Yes | ⃝ |
| Non / No | ⃝ |

**Si oui, quels seraient les moyens d’y parvenir ?**

***If so, what would be the means to achieve this?***

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1. **Souhaitez-vous des changements au niveau des congés (annuels, fériés, sociaux, maladie, etc.) ?**

***Would you like to see some changes regarding leaves and holidays (annual, statutory, social, sickness, unpaid, etc.)?***

|  |  |
| --- | --- |
| Oui / Yes | ⃝ |
| Non / No | ⃝ |

**Si oui, expliquez.**

***If yes, please explain.***

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1. **Souhaiteriez-vous des changements en matière de santé et sécurité au travail (outils de travail, formation, prévention, etc.).**

***Would you like to see some changes regarding health and security at work (work tools, training, prevention, ergonomics, etc.).***

|  |  |
| --- | --- |
| Oui / *Yes* | ⃝ |
| Non / *No* | ⃝ |

**Si oui, lesquels ?  
*If so, which ones ?***

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

1. **Considérez-vous la formation offerte par l’employeur comme adéquate (sujet, fréquence, etc.) ?**

***Do you consider the training offered by the employer as adequate (subject, frequency, etc.)?***

|  |  |
| --- | --- |
| Totalement en désaccord / *Strongly disagree* | ⃝ |
| En accord / *Agree* | ⃝ |
| Neutre / *Neither agree or disagree* | ⃝ |
| Totalement en accord / *Strongly agree* | ⃝ |
| Ne sait pas / *Do not know* | ⃝ |

1. **Aimeriez-vous modifier l’échelle salariale ?**

**W*ould you like to change the salary range?***

|  |  |
| --- | --- |
| Oui / *Yes* | ⃝ |
| Non / *No* | ⃝ |

**Si oui, précisez.  
*If so, please specify.***

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

1. **Quelles seraient vos attentes salariales (en %) pour la prochaine convention collection ?**

***What would be your salary expectations (in %) for the next collective agreement?***

|  |  |
| --- | --- |
| 1ère année / *1st year* |  |
| 2e année / *2nd year* |  |
| 3e année / *3rd year* |  |
| 4e année / *4th year* |  |
| Si d’autres années / If other years |  |

1. **Quelles seraient vos attentes au niveau des primes pour la prochaine convention collective ?**

***What are your expectations in terms of premiums for the next collective agreement?***

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

1. **Souhaiteriez-vous augmenter votre cotisation au régime de retraite si l’employeur l’augmente lui aussi ?**

***Would you like to increase your retirement plan if the employer increases it as well?***

|  |  |
| --- | --- |
| Oui / *Yes* | ⃝ |
| Non / *No* | ⃝ |

**Si oui, quel pourcentage d’augmentation ?**

**If so, what percentage increase?**

**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

1. **Avez-vous eu des problèmes de surcharge durant la durée de la convention collective ?**

***Have you had any excessive workload during the term of the collective agreement?***

|  |  |
| --- | --- |
| Oui / *Yes* | ⃝ |
| Non / *No* | ⃝ |

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

1. **Avez-vous vécu des problématiques concernant l’octroi des heures supplémentaires par ancienneté ?**

***Have you experienced any problems regarding the granting of overtime by seniority ?***

|  |  |
| --- | --- |
| Oui / *Yes* | ⃝ |
| Non / *No* | ⃝ |

**Si oui, lesquels ? *If yes, which problem(s)?***

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

1. **Aimeriez-vous améliorer les clauses de la convention collective en ce qui a trait à la délocalisation et les changements technologiques ?**

**Would you like to improve the collective agreement’s clauses regarding offshoring and technological change?**

|  |  |
| --- | --- |
| Oui / *Yes* | ⃝ |
| Non / *No* | ⃝ |

1. **Avez-vous des commentaires que vous voudriez partager avec les autres membres de votre syndicat ? Si oui, veuillez les écrire ci-dessous.**

***Do you have any comments you wish to share with the union? If so, please write it down below.***

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