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Ontario Public Service Employees Union

Member Census

This census will provide OPSEU with crucial information to help plan and implement new programs and practices designed to meet the needs of its diverse membership. The goal is to find out how the organization can better serve you, the union's most valuable asset.

Completing the census is voluntary, and all information will remain 100% anonymous and confidential.

Graybridge Malkam, a third-party consulting firm, will collect and analyze the data. No names will be used in the findings and only grouped data will be reported.

We encourage you to respond completely to all questions - the better the picture OPSEU has of its membership, the more informed it will be to take action to meet your needs.

Thank you for counting yourself in!

For support to complete this survey, contact Sara Delaney at Graybridge Malkam: gmsurveys@graybridgemalkam.com

For more on the OPSEU Social Mapping Project, contact Tim Vining – Human Rights Officer, Equity Unit: tvining@opseu.org

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Part A: You as a worker

The first 13 questions ask about your current employment status. This information will help OPSEU to understand the census results across the membership segments. Information about education will be useful for developing opportunities that best suit members' needs.

1. What is your OPSEU Region? Hint: it is the first digit in the number of your local. If more than one applies to you, please choose the one that fits most of your work.

- | | |
|-------------------------|---|
| <input type="radio"/> 1 | <input type="radio"/> 5 |
| <input type="radio"/> 2 | <input type="radio"/> 6 |
| <input type="radio"/> 3 | <input type="radio"/> 7 |
| <input type="radio"/> 4 | <input type="radio"/> I do not know my Region or my local number. |

If you chose, 'Don't know': Which of these cities is closest to the office of your OPSEU local?

- | | |
|----------------------------------|--|
| <input type="radio"/> Brockville | <input type="radio"/> Owen Sound |
| <input type="radio"/> Dryden | <input type="radio"/> Peterborough |
| <input type="radio"/> Guelph | <input type="radio"/> Sault Ste. Marie |
| <input type="radio"/> Hamilton | <input type="radio"/> Sudbury |
| <input type="radio"/> Kingston | <input type="radio"/> Thunder Bay |
| <input type="radio"/> London | <input type="radio"/> Timmins |
| <input type="radio"/> Niagara | <input type="radio"/> Toronto |
| <input type="radio"/> North Bay | <input type="radio"/> Scarborough |
| <input type="radio"/> Orillia | <input type="radio"/> Windsor |
| <input type="radio"/> Oshawa | <input type="radio"/> Do not know |
| <input type="radio"/> Ottawa | |

2. In which division do you work?

Please choose ONE of the following. If more than one applies to you, please choose the one that fits most of your work.

- | | |
|---------------------------------|--|
| <input type="radio"/> OPS | (Ontario Public Service: Ministries, agencies, Crown Corporations) |
| <input type="radio"/> CAAT-A | (College Faculty) |
| <input type="radio"/> CAAT-S FT | (College Support Full-Time) |
| <input type="radio"/> CAAT-S PT | (College Support Part-Time) |
| <input type="radio"/> BPS | (Broader Public Service – if you are not any of the above.) |

If you chose BPS: Which sector do you work in? Check all that apply.

- | | |
|---|--|
| <input type="radio"/> Ambulance | <input type="radio"/> Hospital Professionals |
| <input type="radio"/> Boards of Education and Cultural Institutions | <input type="radio"/> Hospital Support |
| <input type="radio"/> BPS Corrections | <input type="radio"/> Liquor Board Employees |
| <input type="radio"/> CBS and Diagnostics | <input type="radio"/> Long-Term Care |
| <input type="radio"/> Children's Aid Societies | <input type="radio"/> Mental Health |
| <input type="radio"/> Children's Treatment Centres | <input type="radio"/> MPAC |
| <input type="radio"/> Community Agencies | <input type="radio"/> Municipalities |
| <input type="radio"/> Community Health Care Professionals | <input type="radio"/> Universities |
| <input type="radio"/> Developmental Services | <input type="radio"/> Other: _____ |

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3. What is your current employment status in jobs that are covered by OPSEU? Check all that apply.

<input type="radio"/> Permanent Full-time	
<input type="radio"/> Permanent Part-time	Work less than full-time on a regularly scheduled basis; includes members who are working full-time hours but whose status is part-time according to their employer
<input type="radio"/> Temporary/Contract Full-time	Hired for a specific time period such as replacing a permanent employee on leave or doing a special project
<input type="radio"/> Temporary/Contract Part-time	Hired for a specific time period such as replacing a permanent employee on leave or doing a special project but work less than full-time on a regularly scheduled basis; includes members who are working full-time hours but whose status is part-time according to their employer
<input type="radio"/> Casual	Work on an on-call or as needed basis and hours fluctuate
<input type="radio"/> Seasonal	Work full-time for a specific season such as summer or December holiday period
<input type="radio"/> On Leave	Includes all forms of leave such as parental, pregnancy, long-term disability, etc.
<input type="radio"/> Retired	Not in the labour force

4. Do you also work at a job that is NOT covered by OPSEU?

- Yes
- No

If you chose 'Yes':

What is your current employment status in your jobs that are NOT covered by OPSEU?

Check all that apply.

<input type="radio"/> Permanent Full-time	
<input type="radio"/> Permanent Part-time	Work less than full-time on a regularly scheduled basis; includes members who are working full-time hours but whose status is part-time according to their employer
<input type="radio"/> Temporary/Contract Full-time	Hired for a specific time period such as replacing a permanent employee on leave or doing a special project
<input type="radio"/> Temporary/Contract Part-time	Hired for a specific time period such as replacing a permanent employee on leave or doing a special project but work less than full-time on a regularly scheduled basis; includes members who are working full-time hours but whose status is part-time according to their employer
<input type="radio"/> Casual	Work on an on-call or as needed basis and hours fluctuate
<input type="radio"/> Seasonal	Work full-time for a specific season such as summer or December holiday period
<input type="radio"/> On Leave	Includes all forms of leave such as parental, pregnancy, long-term disability, etc.

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5. How satisfied are you with this employment status and number of hours?

- Very satisfied – it meets my current needs and interests
- Moderately satisfied
- Neither satisfied nor dissatisfied
- Somewhat dissatisfied
- Very dissatisfied – it does not meet my needs or interests

If you chose “Somewhat” or “Very” dissatisfied:

Which employment status would be best for you, at this point in time?

- Permanent Full-time
- Permanent Part-time
- Temporary/Contract Full-time
- Temporary/Contract Part-time
- Casual
- Seasonal
- On Leave

6. What is your current annual income (from all sources)?

- Less than \$10,000
- \$10,000 - \$19,999
- \$20,000 - \$29,999
- \$30,000 - \$39,999
- \$40,000 - \$49,999
- \$50,000 - \$59,999
- \$60,000 - \$69,999
- \$70,000 - \$79,999
- \$80,000 - \$89,999
- \$90,000 - \$99,999
- More than \$100,000

7. How soon do you plan to retire from full-time work? (Please skip this question if you are currently retired.)

- In less than one year from now
- 1 to 5 years from now
- 6 to 10 years from now
- 11 to 20 years from now
- 21 to 30 years from now
- 31 to 40 years from now
- More than 40 years from now
- Don't know

8. How do you think you will meet your income needs when you retire from full-time work?

Check the statement that BEST applies to you.

- I am confident I will have enough savings or pension income to meet my needs.
- I will likely continue to earn income, because I will choose to work as a matter of preference, not necessity.
- I will likely need to work full-time past normal retirement age, even if I would prefer not to.
- I will likely need to work part-time or on contract to have enough income, even if I would prefer not to.
- I do not think I will have enough income to meet my needs.
- I have not really thought about my income situation when I retire.

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9. What is your current age?

- | | |
|--------------------------------------|---|
| <input type="radio"/> 15 to 19 years | <input type="radio"/> 45 to 49 years |
| <input type="radio"/> 20 to 24 years | <input type="radio"/> 50 to 54 years |
| <input type="radio"/> 25 to 29 years | <input type="radio"/> 55 to 59 years |
| <input type="radio"/> 30 to 35 years | <input type="radio"/> 60 to 64 years |
| <input type="radio"/> 36 to 39 years | <input type="radio"/> 65 to 69 years |
| <input type="radio"/> 40 to 44 years | <input type="radio"/> 70 years or older |

10. What is the highest degree, certificate or diploma that you have completed?

- | | |
|---|---|
| <input type="radio"/> High school / secondary school diploma | <input type="radio"/> Certificate or diploma below bachelor level |
| <input type="radio"/> High school / secondary school equivalency certificate | <input type="radio"/> Certificate plus additional university credit courses |
| <input type="radio"/> Registered apprenticeship certificate | <input type="radio"/> Bachelor's degree (including LL.B.) |
| <input type="radio"/> Other trades certificate or diploma | <input type="radio"/> Certificate or diploma above bachelor level |
| <input type="radio"/> College, CEGEP, or other non-university certificate or diploma – Program less than 3 months | <input type="radio"/> Master's degree |
| <input type="radio"/> College, CEGEP, or other non-university certificate or diploma – Program 3 months to less than 1 year | <input type="radio"/> Degree in medicine, dentistry, veterinary medicine or optometry |
| <input type="radio"/> College, CEGEP, or other non-university certificate or diploma – Program 1 to 2 years | <input type="radio"/> Doctorate |
| <input type="radio"/> College, CEGEP, or other non-university certificate or diploma – Program more than 2 years | <input type="radio"/> No certificate, degree or diploma |

11. Did you get your highest level of education in Canada?

- Yes
 No

12. What was the major field of study of the highest diploma, certificate or degree that you have completed?

- | | |
|---|---|
| <input type="radio"/> Applied science technologies and trades | <i>(e.g., Technologies and trades including architectural, chemical, building, data processing and computers, electronic/electrical, environment and conservation, general/ civil/industrial/mechanical engineering, primary resources, transportation)</i> |
| <input type="radio"/> Agricultural, biological, nutritional and food sciences | <i>(e.g., Agriculture, animal sciences, biology, botany, food service/nutrition/household science, veterinary science, zoology)</i> |
| <input type="radio"/> Commerce, management and business administration | <i>(e.g., Commerce, finance, industrial management and public administration, institutional management and administration, marketing/merchandising/retail, office administration, secretarial and clerical fields)</i> |

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- Educational, recreational and counselling services *(e.g., Counselling services and personal development, educational administration and technology, elementary/secondary/ special education, physical education, health and recreation)*
- Engineering and applied sciences *(e.g., Engineering – architectural, aeronautics and aerospace, biological and chemical, civil, systems design, electrical, industrial, mechanical, mining and petroleum, forestry, landscape architecture)*
- Fine and applied arts *(e.g., Commercial arts, design, fine arts, music, performing arts, graphics, hairdressing and esthetics)*
- Health professions and related technologies *(e.g., Alternative medicine, dentistry, medicine, medical and diagnostic laboratory technologies, paraclinical sciences, nursing, surgery, optical dispensing/prosthetics/orthotics, optometry, pharmacy, public health, rehabilitation, treatment technologies)*
- Humanities and related fields *(e.g., Classics, communications, English, history, languages, library and records sciences, philosophy, religion)*
- Mathematics, computer and physical sciences *(e.g., Actuarial science, computer science, chemistry, geology, mathematics, metallurgy and material science, marine science, physics)*
- Social sciences and related fields *(e.g., Anthropology, cultural studies, economics, environmental studies, geography, law, political science, psychology, sociology, social work, military and armed forces)*
- Other (please specify)

13. Are you using your highest qualifications (e.g., professional designation, credentials, degree, certificate, or diploma) in your current position?

- Yes
- Somewhat
- No

If you chose "No":

Why are your qualifications NOT being used in your current position? Check all that apply.

- My qualifications are not recognized in Ontario.
- I chose to change professions.
- I cannot find a job, placement or residency in the field in which I originally qualified.
- The opportunity does not exist in the organization.
- Other (please specify) _____

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Part B: You outside of work

The next 3 questions ask about your life outside of work. This information helps OPSEU to plan and create policies and services that reflect the realities of members and their families.

14. Which of the following describes your current marital status? Check all that apply.
- Single (*never legally married and not living common-law*)
 - Living common law (*same-sex or heterosexual couples who live together as a couple but who are not legally married to each other*)
 - Legally married (*and not separated*)
 - Separated, but still legally married
 - Divorced
 - Widow/widower
15. Who do you provide dependent care for?
Check all that apply, *including dependents living with you and/or living outside your home.*
- No dependent care responsibilities
 - Child or children under 18 years of age
 - Child or children 18 years of age or over
 - Friend
 - Immediate family member (other than child or elder)
 - Parent(s) or grandparent(s) or other older persons
 - Partner/Spouse (stay at home)
 - Other family members (*aunts, uncles, cousins, other indirect relatives*)
 - Dependents with disabilities
16. In a typical week, how many hours do you spend doing the following activities?
Please provide only one time estimate for each of the activities.

Activities in a typical week	None	Less than 5 hours	5 - 14 hours	15 - 24 hours	25 - 34 hours	35 - 44 hours	45 - 54 hours	55 or more hours
Working PAID overtime at your primary job	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Working UNPAID overtime at your primary job	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Working at a second job (<i>i.e., a second job with another organization</i>)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Commuting (<i>i.e., to and from work</i>)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Training and education (<i>e.g., courses, seminars, certification programs</i>)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Volunteering in OPSEU activities (<i>no reimbursement or compensation</i>)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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Activities in a typical week	None	Less than 5 hours	5 - 14 hours	15 - 24 hours	25 - 34 hours	35 - 44 hours	45 - 54 hours	55 or more hours
Volunteering outside of OPSEU (e.g., charitable organizations, coaching children's sports, Indigenous activities, political parties, cultural clubs)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Housework (e.g., meals, laundry, bathing, driving)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Dependent care (e.g., caring for children, seniors, persons with disabilities)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Hobbies (e.g., fostering interest, sporting activities and pastimes)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Religious activities (e.g., prayer, religious observations)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other (please specify _____)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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Part C: You as an individual

The following 10 questions ask about your individual characteristics and background.

This information will help OPSEU to understand the make-up of the membership and how different members view the union's services. It can also be compared to wider statistics to understand how OPSEU member demographics compare to the general public.

17. What best describes your gender / gender Identity?

- Male
- Female
- Two-spirit
- Queer
- Questioning
- Transman
- Transwoman
- Other gender variant

18. What is your sexual orientation?

- Asexual
- Bisexual
- Gay
- Heterosexual
- Lesbian
- Other
- Pansexual
- Questioning
- Two-spirit

19. Do you currently consider yourself to be a person with a disability?

A person with a disability has a long term or recurring physical, mental, sensory, mental health/emotional disability or learning impairment and:

- may consider themselves to be disadvantaged in employment by reason of that impairment; and/or
- believes that an employer or potential employer may consider them to be disadvantaged in employment by reason of that impairment.

This definition also includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace.

- No
- Yes

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If you chose “Yes”:

a) What is the nature of your disability? Check all that apply.

Visible to others:	Not visible to others:	Examples
<input type="radio"/> Addiction	<input type="radio"/> Addiction	▪ Alcohol, drugs, gambling
<input type="radio"/> Chronic illness	<input type="radio"/> Chronic illness	▪ Epilepsy, cystic fibrosis, diabetes, multiple sclerosis, arthritis
<input type="radio"/> Developmental	<input type="radio"/> Developmental	▪ Autism, Down syndrome
<input type="radio"/> Learning impairment	<input type="radio"/> Learning impairment	▪ Dyslexia, attention deficit hyperactivity disorder (ADHD)
<input type="radio"/> Mental health/Emotional	<input type="radio"/> Mental health/Emotional	▪ Schizophrenia, depression, anxiety, PTSD
<input type="radio"/> Physical disability	<input type="radio"/> Physical disability	▪ Cerebral palsy, spinal cord injury, amputation, tremors
<input type="radio"/> Sensory disability	<input type="radio"/> Sensory disability	▪ Hearing or vision loss
<input type="radio"/> Other	<input type="radio"/> Other	

b) Do you currently receive permanent or temporary accommodation for a disability in your current work position?

- No
- Yes

c) Would you request permanent or temporary accommodation from your employer if needed?

- No
- Yes

20. Were you born in Canada?

- No
- Yes

If you chose “No”:

Are you either a Canadian citizen or permanent resident now?

- Yes
- No, I have a temporary work status in Canada

21. Our **ethnic background** describes how we think of ourselves in terms of our ancestry.

Ethnic background is not the same as nationality or citizenship – it refers to the ethnic or cultural origins of a person’s ancestors. An ancestor is usually more distant than a grandparent.

- Please note, the groups listed below do not include every possible ethnic/cultural group, but these groups represent the largest populations in Ontario (adapted from Statistics Canada). Please indicate the ethnic/cultural groups(s) of your ancestors, and check all that apply. (see next page...)

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Ethnic origins:

British Isles origins

- English
- Irish
- Scottish
- Welsh

French origins

- French

Indigenous origins

- First Nations
- Inuit
- Métis

Other North American origins

- Acadian
- American
- Canadian
- Newfoundlander
- Québécois

Caribbean origins

- Barbadian
- Cuban
- Dominican
- Grenadian
- Haitian
- Jamaican
- St. Lucian
- Trinidadian/ Tobagonian
- Vincentian/ Grenadian
- West Indian

Latin, Central and South American origins

- Central/South American
- Indigenous
- Argentinian

- Brazilian
- Chilean
- Colombian
- Ecuadorian
- Guatemalan
- Guyanese
- Hispanic
- Mexican
- Nicaraguan
- Peruvian
- Salvadorean
- Venezuelan

European origins

Western European

- Austrian
- Belgian
- Dutch
- German
- Swiss

Northern/ Scandinavian

- Danish
- Finnish
- Icelandic
- Norwegian
- Swedish

Eastern European

- Bulgarian
- Byelorussian
- Czech
- Czechoslovakian
- Estonian
- Hungarian
- Latvian
- Lithuanian
- Polish
- Romanian
- Russian

- Slovak
- Ukrainian

Southern European

- Albanian
- Bosnian
- Croatian
- Greek
- Italian
- Macedonian
- Maltese
- Portuguese
- Serbian
- Slovenian
- Spanish
- Yugoslavian

African origins: Central / West

- Congolese
- Ghanaian
- Nigerian

African origins: North

- Egyptian
- Moroccan
- Sudanese

African origins: South / East

- Eritrean
- Ethiopian
- Kenyan
- Somali
- South African

West Central Asian and Middle Eastern origins

- Afghan
- Arab
- Armenian
- Assyrian

- Iranian
- Iraqi
- Israeli
- Jordanian
- Kurd
- Lebanese
- Palestinian
- Syrian
- Turk

South Asian origins

- Bangladeshi
- Bengali
- East Indian
- Gujarati
- Nepali
- Pakistani
- Punjabi
- Sinhalese
- Sri Lankan
- Tamil

East/Southeast Asian origins

- Cambodian (Khmer)
- Chinese
- Filipino
- Indonesian
- Japanese
- Korean
- Laotian
- Malaysian
- Taiwanese
- Thai
- Tibetan
- Vietnamese

Oceania origins

- Australian

- Other – Please specify: _____

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22. Do you consider yourself to be Francophone?
Francophones are defined here as persons whose first language is French, and who still speak French.
- No
 - Yes

23. Do you consider yourself to be of Indigenous ancestry?
This includes people who are Inuit, Métis or First Nation status and non-status.
 Choose ONE.

- No
- Yes, First Nation Status
- Yes, First Nation Non-Status
- Yes, Inuit
- Yes, Métis
- Mixed (e.g. both Inuit and Métis)

If you chose "Yes" to First Nation or Métis:

Are you a member of a First Nation, Indian band, or Métis Nation?

- No
- Yes

If you chose "Yes":

- If you know which Nation or band, please identify it here: _____
- Do not know
- Prefer not to say

24. Do you consider yourself to be a racialized person?
Racialized persons are persons non-white in colour/race, regardless of place of birth (other than Indigenous persons, as defined above).

- No
- Yes

If you chose "Yes":

Please identify your racial group(s) according to the following categories
 (check all that apply):

- | | |
|---------------------------------|--|
| <input type="radio"/> Arab | <input type="radio"/> Latin American |
| <input type="radio"/> Black | <input type="radio"/> South Asian (e.g., East Indian, Pakistani, Sri Lankan, etc.) |
| <input type="radio"/> Caucasian | <input type="radio"/> Southeast Asian (e.g., Cambodian, Indonesian, Laotian, Vietnamese, etc.) |
| <input type="radio"/> Chinese | <input type="radio"/> West Asian (e.g., Afghan, Iranian, etc.) |
| <input type="radio"/> Filipino | <input type="radio"/> Mixed race |
| <input type="radio"/> Japanese | <input type="radio"/> Other – Please specify: _____ |
| <input type="radio"/> Korean | |

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25. In what language(s) are you comfortable (i.e., conversational, basic reading and/or writing)?
Note that it was not possible to list every language; the most frequently reported by Statistics Canada for Ontario have been included. Check all that apply.

Official languages

- English
- French

Indigenous languages

- Cree
- Inuktitut
- Mohawk
- Ojibway
- Oji-Cree

Creole languages

- Creole

Indo-European languages

- Albanian
- Greek

Romance languages

- Italian
- Portuguese
- Romanian
- Spanish

Germanic languages

- Afrikaans
- Danish
- Dutch
- German
- Swedish
- Yiddish

Uralic languages

- Estonian
- Finnish
- Hungarian

Baltic languages

- Latvian
- Lithuanian

Slavic languages

- Bosnian
- Bulgarian
- Croatian
- Czech
- Macedonian
- Polish
- Russian
- Serbian
- Serbo-Croatian
- Slovak
- Slovenian
- Ukrainian

Turkic languages

- Armenian
- Azerbaijani
- Turkish

Afro-Asiatic languages

- Amharic
- Arabic
- Assyrian
- Chaldean
- Hebrew
- Maltese
- Oromo
- Somali
- Tigrigna

Niger-Congo languages

- Akan (Twi)
- Edo
- Igbo
- Lingala
- Rundi (Kirundi)
- Shona
- Swahili
- Yoruba

Indo-Iranian languages

- Bengali
- Gujarati
- Hindi
- Konkani
- Kurdish
- Marathi
- Nepali
- Pashto
- Persian (Farsi)
- Punjabi (Panjabi)
- Sindhi
- Sinhala (Sinhalese)
- Urdu

Dravidian languages

- Kannada
- Malayalam
- Tamil
- Telugu

Malayo-Polynesian languages

- Cebuano
- Hiligaynon
- Ilocano
- Malay
- Tagalog (Filipino)

Asiatic languages

- Burmese
- Cantonese
- Hakka
- Japanese
- Karenic languages
- Khmer (Cambodian)
- Korean
- Lao
- Mandarin
- Min Nan (Chaochow, Teochow, Fukien, Taiwanese)
- Thai
- Tibetan
- Vietnamese
- Wu (Shanghainese)
- Other Chinese

Sign languages

- American Sign Language
- Quebec Sign Language
- Other sign languages

- Other – please specify:

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26. Which of the following best describes your religious or spiritual affiliation?

- Please indicate your religious or spiritual affiliation, *even if you are not practicing*.
 - Please note, the list below does not include every possible religion/spiritual affiliation, only the most common (adapted from Statistics Canada).
-

- I do not have a religious or spiritual affiliation
 - Agnostic (*believes that nothing is known or can be known of the existence or nature of God or gods*)
 - Atheist (*does not believe in any God or gods*)
 - Buddhist
 - Christian
 - Catholic / Roman Catholic
 - Orthodox / Eastern Orthodox
 - Protestant (e.g., Adventist, (Ana)Baptist, Anglican, Baptist, Calvinist, Lutheran, Methodist, Pentecostal, Presbyterian, United Church)
 - Unitarian
 - Christian – not listed above
 - Hindu
 - Jewish
 - Muslim
 - Sikh
 - Spiritual / Humanist
 - Spiritual (Aboriginal or Indigenous traditional)
 - Other – please specify:
-

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Part D: You and OPSEU

In this last section, the 11 questions ask about your experience and perspectives regarding OPSEU involvement and services. Combined with the information in other sections, it will give insights on who is actively involved in OPSEU activities and how those services can best be designed and delivered.

27. How long have you been an OPSEU member?

- I am not a member of OPSEU
- Less than 1 year
- 1 year or more, but less than 3 years
- 3 years or more, but less than 8 years
- 8 years or more, but less than 15 years
- 15 years or more

28. What elected or appointed OPSEU position(s) do you currently hold? Check all that apply.

- | | |
|---|--|
| <input type="radio"/> None – I am a member who is not elected or appointed to any position | <input type="radio"/> Employee Relations Committee (ERC) /Labour Management Committee (LMC) member |
| <input type="radio"/> Local Shop Steward | <input type="radio"/> Health and Safety Committee member |
| <input type="radio"/> Local Unit Steward (<i>represent unit in composite or multi-unit local</i>) | <input type="radio"/> CAAT (A) Divisional Executive member |
| <input type="radio"/> Local Chief Steward | <input type="radio"/> CAAT (S) Divisional Executive member |
| <input type="radio"/> Local Secretary | <input type="radio"/> Bargaining Team Member, most recent round |
| <input type="radio"/> Local Treasurer | <input type="radio"/> Pay Equity Team Member |
| <input type="radio"/> Local Secretary/Treasurer | <input type="radio"/> Broader Public Sector (BPS) Executive member |
| <input type="radio"/> Local President | <input type="radio"/> Convention Committee member |
| <input type="radio"/> Local Vice-President | <input type="radio"/> Provincial Equity Committee member |
| | <input type="radio"/> Provincial Executive Board Member (EBM) |
| | <input type="radio"/> Other (please specify) _____ |

If you chose one or more of the options above:

What is the total amount of time that you have held any of the above positions?

Choose ONE.

- Less than 1 year
- 1 year or more, but less than 3 years
- 3 years or more, but less than 8 years
- 8 years or more, but less than 15 years
- 15 years or more

29. Are you on an Equity Committee or an Equity Caucus?

- No
- Yes

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If you chose "Yes".

Which Equity Committee or Equity Caucus are you a member of? Check all that apply.

- Coalition of Racialized Workers
- Indigenous Circle
- Provincial Francophone Committee
- Provincial Human Rights Committee
- Provincial Women's Committee
- Provincial Young Workers Committee
- Disability Rights Caucus
- Rainbow Alliance arc-en-ciel

30. In **2018**, did you attend the OPSEU Convention in any of the following capacities?

Choose ONE.

- Delegate
- Alternate
- Observer
- Member of a Provincial Convention Committee
- Member of the Provincial Executive Board
- Member of a Provincial Equity Committee / Caucus

I did not attend the OPSEU Convention in 2018

31. In **2019**, did you attend the OPSEU Convention in any of the following capacities?

Choose ONE.

- Delegate
- Alternate
- Observer
- Member of a Provincial Convention Committee
- Member of the Provincial Executive Board
- Member of a Provincial Equity Committee / Caucus

I did not attend the OPSEU Convention in 2019

32. Have you have ever attended any of the following union learning opportunities?

Check all that apply.

- OPSEU Local Educational
- OPSEU Regional Educational
- OPSEU Conference workshop
- Ontario Federation of Labour (OFL) course
- National Union of Provincial and General Employees (NUPGE) course
- Canadian Labour Congress (CLC) course
- Labour Studies course at a University or Community College
- Local Labour Council course
- Other (please specify _____)
- No, none of the above

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If you chose “Yes” for any of the options above.

When was the last time you attended one of the above learning opportunities?

Choose ONE.

- In 2019
- In 2018
- During 2015-2017
- During 2010-2014
- 2009 or earlier

How many union learning opportunities (courses and workshops) have you attended since you have been an OPSEU member?

Choose ONE.

- None
- 1 to 5
- 6 to 15
- 16 or more

33. How satisfied are you with your opportunities to get involved in OPSEU activities?

- Very satisfied
- Moderately satisfied
- Neither satisfied nor dissatisfied
- Moderately dissatisfied
- Very dissatisfied

34. What, if anything, makes it difficult for you to be more engaged in the union’s activities and programs?
Check all that apply.

- Scheduling of events is inconvenient.
- Costs or other financial issues.
- Location and travel are not convenient.
- I live and/or work far away from my OPSEU local.
- Difficult to get time away from work.
- Lack of time.
- Responsibility for childcare and/or other dependents.
- I am not “part of the network”.
- Lack of information about opportunities to be involved.
- Opportunities are not offered to me.
- Nothing. I am as involved as I want to be.

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35. What is your preferred method of receiving information from OPSEU? Check all that apply.

- E-mail
- Regular mail (i.e., letter mail)
- Instant messaging (e.g., text messages, Messenger, etc.)
- Social media – Facebook page
- Social media – Twitter
- YouTube videos
- Via the OPSEU website
- Telephone

36. How do you regularly access the internet? Check all that apply.

- Computer at home
- Shared computer at work
- Individual computer at work
- Public computer at library, internet café or elsewhere
- Cell phone/Smart phone
- I don't have regular access to the internet

37. How well do you feel each of the following OPSEU services reflects your concerns and interests?

<i>OPSEU service</i>	<i>Very well</i>	<i>Moderately well</i>	<i>Neutral</i>	<i>Not very well</i>	<i>Don't know or Not Applicable</i>
Services I receive from OPSEU (grievance support, learning opportunities, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Leadership at my local level	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Leadership of my region, division or sector	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
OPSEU campaigns, initiatives	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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****You have reached the end of the questions****

We will be holding consultations (interviews and focus groups) with a sample of members in the coming weeks. Would you be interested in being involved?

Also, individuals who complete the survey are eligible to be entered into a draw for an *iPad* or a *pre-paid VISA gift card*.

Would you be interested in signing up to either of the above?

- No, thank you
- Yes, I might be interested

If you chose "Yes".

Please use the *separate form* received to provide us with your contact information. This keeps your previous questionnaire responses anonymous.

Thank you for completing the OPSEU Member Census

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Sign up for Consultations and Prize Draw

If you are interested in being invited to take part in an interview or focus group in the coming weeks, please provide your contact information.

NOTE: We will get in touch with a cross-section of individuals who volunteer to confirm their participation.

Email address

Telephone number

*Please add this form to the
Consultations / Draw
collection box*

Enter the draw!

To thank you for taking part in the OPSEU census, you are eligible to be entered into a draw for an iPad or a pre-paid VISA gift card. The draw will be held in December 2019 after the survey is closed. If you are interested in being included in the draw, please provide your contact information:

Email address

Telephone number