

Canadian Alliance of Nuclear Workers



Membership survey

In 2013, as part of its restructuring of Atomic Energy of Canada Limited (AECL), the previous federal government tabled legislation that made changes to the pension plans of Canadian Nuclear Laboratories (CNL) employees. Under these changes any new hires that started after September 15, 2015 would not belong to the Public Service Superannuation Act (PSSA) pension plan, and for all existing employees hired prior to September 15, 2015 they would no longer be able to contribute to their PSSA pension plan after September 15, 2018.

These employees are represented by various unions. Eleven unions have come together to form the Canadian Alliance of Nuclear Workers (CANW). Its sole purpose is to advocate to reverse this decision and maintain PSSA pension plan coverage for all CNL employees, existing and new.

The purpose of this survey is to gauge feedback from workers at all CNL facilities (Whiteshell, MB, Port Hope, ON, Douglas Pointe, ON, Chalk River, ON and Fredericton, NB) with regards to the uncertainty they will face after September 15, 2018 when they will no longer be an actively contributing member to the PSSA pension plan.

Your participation in this survey is vital to our advocacy work on your behalf. Survey participants will remain anonymous.

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- 1) a) Are you aware of the changes that will be occurring to your existing defined benefit public service pension plan (**for employees hired before September 15, 2015**)?
- YES NO N/A (Not Applicable)
- b) If you were **hired after September 15, 2015**, were you aware that workers hired before you have a defined benefit public service pension plan and as a result of your date of hire you do not qualify for this pension plan?
- YES NO N/A (Not Applicable)
- 2) **Will the changes that are being made to your pension plan cause uncertainty to your future career at CNL or uncertainty to your family?**
- YES NO
- 3) **Since the changes to the pension plan were made, to date we have seen approximately 10% of the employees at the various CNL sites take an early buyout package. There is anticipation that more employees have been seeking work elsewhere or plan to transition out of CNL prior to September 15, 2015. Have you considered leaving CNL in an effort to seek work elsewhere due to these changes to your pension plan?**
- YES NO

4) **Has your bargaining unit found it difficult to attract new workers to fill vacant positions? If so, please briefly explain why.**

YES NO

Comment: _____

5) **Since the changes to the pension plan has there been a noticeable change in worker morale onsite?**

YES NO

6) **What originally attracted you (the employee) to work for AECL/CNL and in the facility, that you currently work in.**

Comment: _____

7) **Was the PSSA and/or a defined-benefit pension plan one of the reasons that attracted you to apply for work at AECL/CNL?**

YES NO

Comment: _____

8) **Should you have any other comments relating to the PSSA pension plan and how it relates to your current employment, please share them with us.**

Comment: _____

9) **Which union are you a member of?** _____

10) **Which CNL site are you located at?** _____

11) **What is your position/job title?** _____

12) **What is your age? (Please circle one age group)**

18-29 30-39 40-49 50-59 60+

13) **Gender? (Please circle one)** Female Male Prefer Not to Say

14) **Should you have any other comments relating to the PSSA pension plan and how it relates to your current employment, please share them with us.**

Thank you for your participation