



Topline Report:

2025 Unified Bargaining Survey

For

Ontario Public Service Employees Union (OPSEU)

Submitted by

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Identification

		Count	Col %
A1. What is your category?	Administrative classification	3208	34.1%
	Institution and health care classification	713	7.6%
	Office administrative classification	2464	26.2%
	Operation, maintenance and technical classification	2587	27.5%
	Not sure (Specify your job title)	430	4.6%
Total		9402	100.0%

		Count	Col %
A2. Please indicate your ministry.	Ministry of Agriculture, Food & Agribusiness	144	1.5%
	Ministry of the Attorney General	1506	16.0%
	Ministry of Children Community and Social Services	1184	12.6%
	Ministry of Citizenship and Multiculturalism	39	.4%
	Ministry of Colleges, Universities, Research Excellence and Security	32	.3%
	Ministry of Economic Development, Job Creation & Trade	50	.5%
	Ministry of Education	231	2.5%
	Ministry of Emergency Preparedness and Response	38	.4%
	Ministry of Energy and Mines	107	1.1%
	Ministry of the Environment, Conservation & Parks	819	8.7%
	Ministry of Finance	197	2.1%
	Ministry of Francophone Affairs	2	.0%
	Ministry of Health	509	5.4%
	Ministry of Indigenous Affairs and First Nations Economic Reconciliation	1	.0%
	Ministry of Infrastructure	9	.1%
	Ministry of Intergovernmental Affairs	2	.0%
	Ministry of Labour, Training & Skills Development	650	6.9%
	Ministry of Long-Term Care	187	2.0%
	Ministry of Municipal Affairs and Housing	41	.4%
	Ministry of Natural Resources	1019	10.8%
	Ministry of Northern Economic Development & Growth	48	.5%
	Ministry of Public and Business Service Delivery and Procurement	1098	11.7%
	Ministry of Red Tape Reduction	1	.0%
	Ministry of Rural Affairs	4	.0%
	Ministry of Seniors and Accessibility	2	.0%
	Ministry of Solicitor General	316	3.4%
	Ministry of Sports	5	.1%
	Ministry of Tourism, Culture and Gaming	248	2.6%
	Ministry of Transportation	521	5.5%
	Ontario Clean Water Agency (OCWA)	219	2.3%
	Treasury Board Secretariat	114	1.2%
	Other (Specify)	39	.4%
	Don't know	20	.2%
Total		9402	100.0%

why so low on the FXT?

		Count	Col %
A3. What is your employment status?	Regular Full Time	7812	83.1%
	Regular Part Time	95	1.0%
	Flexible Part Time	51	.5%
	Fixed-Term (FXT)	772	8.2%
	Seasonal	452	4.8%
	Student	51	.5%
	On Hiatus	22	.2%
	Other (specify)	147	1.6%
Total		9402	100.0%

50% of respondents have worked less than 10 yrs

		Count	Col %
A4. How many years have you worked in the Ontario Public Service (OPS)?	Less than 1 year	217	2.3%
	1-5	2919	31.0%
	6-10	1883	20.0%
	11-15	1177	12.5%
	16-20	1207	12.8%
	21-25	1167	12.4%
	26-30	471	5.0%
	31-35	166	1.8%
	35+	195	2.1%
Total		9402	100.0%

		Count	Col %
A5. Do you have another job (or jobs) in addition to the one in which you are represented by OPS Unified?	Yes, one other job	712	7.6%
	Yes, more than one other job	148	1.6%
	No	8542	90.9%
Total		9402	100.0%

		Cases	Col %
A6. Why do you have more than one job? Select all that apply. [IF YES @a5]	To make ends meet	615	71.5%
	I enjoy the other job	177	20.6%
	Extra funds for vacations, etc.	206	24.0%
	I work two OPS Unified jobs	14	1.6%
	Other (Specify)	96	11.2%
Total		860	128.8%

		Count	Col %
A7. Are you the primary income earner in your household?	Yes	5944	63.2%
	No	3458	36.8%
Total		9402	100.0%

Compensation

B1. Please indicate how you would prioritize the following compensation items for this round of bargaining.

	0 – Not at all a priority	1	2	3	4	5	6	7	8	9	10 – Very much a priority	Don't know
	%	%	%	%	%	%	%	%	%	%	%	%
B1_A1. Dollar per hour wage increase	2.5%	.9%	.9%	1.4%	1.6%	5.1%	3.2%	5.7%	8.7%	7.7%	60.7%	1.5%
B1_A2. Percentage per year wage increase	.7%	.4%	.5%	.7%	.7%	3.6%	2.4%	5.7%	9.9%	8.6%	65.9%	.8%
B1_A3. COLA (cost-of-living adjustment)	.7%	.5%	.3%	.6%	.6%	3.1%	2.3%	4.3%	8.4%	7.9%	70.5%	.7%
B1_A4. Change wage grid (for example remove bottom 2 steps and increase top 2 steps)	5.7%	1.1%	1.6%	2.3%	2.6%	9.0%	5.2%	8.5%	10.8%	7.2%	39.7%	6.2%
B1_A5. Combination of dollar per hour and Percentage per year wage increase	2.1%	.8%	.6%	1.1%	1.3%	5.7%	3.3%	6.0%	10.0%	8.5%	58.0%	2.4%
B1_A6. Signing bonus (not pensionable)	34.8%	4.7%	5.1%	5.7%	4.4%	11.3%	3.9%	3.9%	3.6%	3.0%	15.5%	4.1%

B1. Please indicate how you would prioritize the following compensation items for this round of bargaining.
[MEANS]

	Mean
B1_A1. Dollar per hour wage increase	8.57
B1_A2. Percentage per year wage increase	9.02
B1_A3. COLA (cost-of-living adjustment)	9.15
B1_A4. Change wage grid (for example remove bottom 2 steps and increase top 2 steps)	7.52
B1_A5. Combination of dollar per hour and Percentage per year wage increase	8.59
B1_A6. Signing bonus (not pensionable)	3.83

B2. Please indicate how you would prioritize the following pension items for this round of bargaining.

	0 – Not at all a priority	1	2	3	4	5	6	7	8	9	10 – Very much a priority	Don't know
	%	%	%	%	%	%	%	%	%	%	%	%
B2_A1. Factor 80	10.2%	2.1%	2.4%	3.1%	2.9%	11.5%	6.0%	7.5%	10.1%	6.3%	29.7%	8.2%
B2_A2. Factor 85	9.3%	1.6%	1.9%	2.3%	2.7%	12.4%	6.5%	10.0%	12.9%	8.7%	23.3%	8.4%
B2_A3. Surplus Factor 80 (minimal costing and only if there is surplussing)	9.9%	2.0%	2.0%	3.2%	3.3%	14.0%	6.7%	9.0%	10.2%	6.3%	19.5%	13.9%
B2_A4. Status Quo (Factor 90)	16.0%	3.9%	3.2%	4.2%	4.2%	17.2%	6.0%	7.2%	7.9%	4.6%	15.8%	9.9%

B2. Please indicate how you would prioritize the following pension items for this round of bargaining.
[MEANS]

	Mean
B2_A1. Factor 80	6.63
B2_A2. Factor 85	6.65
B2_A3. Surplus Factor 80 (minimal costing and only if there is surplussing)	6.21
B2_A4. Status Quo (Factor 90)	5.27

Benefits

		Count	Col %
C1A. Have you opted into the health benefits program? [IF Fixed-Term OR On Hiatus @A3]	Yes	233	29.3%
	No	526	66.2%
	Don't know	35	4.4%
Total		794	100.0%

		Cases	Col %
C1b. Have you opted into the dental benefits program? [IF NO @C1a]	Too costly	300	57.0%
	Have benefits elsewhere (e.g. spouse/spousal equivalent/partner/same sex partner, parents/chosen family, etc)	141	26.8%
	Not interested	13	2.5%
	Other reason (specify)	133	25.3%
	Don't know	17	3.2%
Total		526	114.8%

		Count	Col %
C2A. Have you opted into the dental benefits program? [IF Fixed-Term OR On Hiatus @A3]	Yes	230	29.0%
	No	526	66.2%
	Don't know	38	4.8%
Total		794	100.0%

		Cases	Col %
C2b. Why do you not opt into the dental benefits program? [IF NO @C2a]	Too costly	299	56.8%
	Have benefits elsewhere (e.g. spouse/spousal equivalent/partner/same sex partner, parents/chosen family, etc)	146	27.8%
	Not interested	13	2.5%
	Other reason (specify)	118	22.4%
	Don't know	14	2.7%
Total		526	112.2%

		Count	Col %
C3. Do you have additional/other benefits through your spouse/spousal equivalent/partner/same sex partner, parents/chosen family, etc.?	Yes	3581	38.1%
	No	5162	54.9%
	Not applicable	539	5.7%
	Don't know	120	1.3%
Total		9402	100.0%

		Count	Col %
C4. How satisfied are you with the current health benefits provider (Manulife: Health, Vision and Drug)?	Very satisfied	507	5.4%
	Somewhat satisfied	2813	29.9%
	Neither satisfied nor unsatisfied	1098	11.7%
	Somewhat unsatisfied	2357	25.1%
	Very unsatisfied	2000	21.3%
Total		9402	100.0%

		Count	Col %
C5. How satisfied are you with the current dental benefits provider (Canada Life: Dental)?	Very satisfied	908	9.7%
	Somewhat satisfied	3345	35.6%
	Neither satisfied nor unsatisfied	1417	15.1%
	Somewhat unsatisfied	1896	20.2%
	Very unsatisfied	1176	12.5%
	Not applicable/Don't have benefits	660	7.0%
Total		9402	100.0%

		Count	Col %
C6. How important is it to have direct billing to the insurer for benefits?	Very important	6012	63.9%
	Somewhat important	1971	21.0%
	Not too important	683	7.3%
	Not at all important	220	2.3%
	Don't know	125	1.3%
	Not applicable/Don't have benefits	391	4.2%
Total		9402	100.0%

		Cases	Col %
C8. Which of your current benefits are the most important to you? Select up to 5 from the following list.	Ambulance Services	302	3.2%
	Artificial Limbs	26	.3%
	Assistive Devices (walkers, crutches, casts, canes,	240	2.6%
	Basic Life Insurance	2399	25.5%
	Contraceptive Implants	88	.9%
	CPAP or other intermittent positive pressure breath	635	6.8%
	Dental Care	7570	80.5%
	Dentures	414	4.4%
	Dependent Life Insurance	626	6.7%
	Emergency Out of Country Coverage	1034	11.0%
	Endodontic Services	119	1.3%
	Eye Exams	3822	40.7%
	Eyeglasses	5973	63.5%
	Health Care Spending Account	3268	34.8%
	Hearing Aids	459	4.9%
	Insulin Injection supplies	194	2.1%
	Insulin Pumps	82	.9%
	Intra-uterine devices, diaphragms, oral contraceptives	156	1.7%
	In-Vitro Fertilization Treatments	248	2.6%
	Major Dental Restorative Services	988	10.5%
	Orthodontics	1031	11.0%
	Orthopaedic Shoes	224	2.4%
	Orthotics	566	6.0%
	Paramedical (chiropractor, osteopath, naturopath,	3766	40.1%
	Periodontal Services	152	1.6%
	Prescription Medicines	4674	49.7%
	Private-duty nursing	68	.7%
	Psychologist services (incl Psychologists, Master	2042	21.7%
	Semi-Private or Private Hospital Accommodation	741	7.9%
	Speech Therapist	119	1.3%
	Supplementary Life Insurance	414	4.4%
	Vaccinations or Immunizations not covered by a pro	222	2.4%
	VDI Eye Exams	79	.8%
	Wigs	14	.1%
	Other (Specify)	136	1.4%
	Don't know	74	.8%
	Not applicable/Don't have benefits	387	4.1%
Total		9402	461.1%

		Count	Col %
C10. Which of the following is more important to you when it comes to health benefits?	Remove per visit cap	4366	46.4%
	Increase overall annual cap amount	3454	36.7%
	Satisfied with current status	656	7.0%
	Don't know	926	9.8%
Total		9402	100.0%

Work Arrangements

		Count	Col %
D1. Do you currently have a Compressed Work Week (CWW) or Alternate Work Week (AWA) agreement?	Yes	4035	42.9%
	No	3926	41.8%
	Not available in my workplace	923	9.8%
	Don't know	518	5.5%
Total		9402	100.0%

		Count	Col %
D2. Does your employer currently allow you to work from home?	Yes, fully work from home	277	2.9%
	Yes, partially work from home	6323	67.3%
	No	2802	29.8%
Total		9402	100.0%

		Count	Col %
D3. Could your job be done remotely (with the right tools or approval)?	Yes	6825	72.6%
	No	2190	23.3%
	Don't know	387	4.1%
Total		9402	100.0%

		Count	Col %
D4. Do you support or oppose increased pay or a bonus for those who cannot do their job remotely?	Strongly support	2871	30.5%
	Somewhat support	1918	20.4%
	Somewhat oppose	673	7.2%
	Strongly oppose	1265	13.5%
	Neither support nor oppose	2178	23.2%
	Don't know	497	5.3%
Total		9402	100.0%

		Count	Col %
D5. Has your workload increased or decreased in the past 5 years?	Increased a lot	4748	50.5%
	Increased somewhat	2893	30.8%
	No change	1144	12.2%
	Decreased somewhat	145	1.5%
	Decreased a lot	51	.5%
	Don't know	421	4.5%
Total		9402	100.0%

		Count	Col %
D6. Has the staffing level at your workplace increased or decreased in the past 5 years?	Increased a lot	503	5.3%
	Increased somewhat	1811	19.3%
	No change	1838	19.5%
	Decreased somewhat	2446	26.0%
	Decreased a lot	2183	23.2%
	Don't know	621	6.6%
Total		9402	100.0%

		Count	Col %
D7. Are there any Leaves which you think need to be improved?	Yes	3984	42.4%
	No	1378	14.7%
	Don't know	4040	43.0%
Total		9402	100.0%

		Cases	Col %
D8. Which of these Leaves, if any, do you think need to be improved? Select up to 2. [IF YES OR DON'T KNOW @D7]	Voluntary Leaves (Art 20.10)	273	3.4%
	Local President time off (Art. 23.9)	91	1.1%
	Leave without Pay (Art. 24)	335	4.2%
	Special Leave (Art. 25)	372	4.6%
	Foreign, Intergovernmental (Art. 26)	15	.2%
	Leave Jury Duty (Art. 27)	107	1.3%
	Leave – Military Service (Art. 28)	22	.3%
	Leave Pension Trustees (Art. 29)	12	.1%
	Short Term Sickness (Art. 44, 71)	2513	31.3%
	Vacation and Vacation Credits (Art 46, 72)	3145	39.2%
	Holidays (Art. 47, 73)	437	5.4%
	Bereavement Leave (Art 48, 74)	1627	20.3%
	Special and Compassionate Leave (Art. 49, 75)	1887	23.5%
	Pregnancy Leave (Art 50, 76)	345	4.3%
	Parental Leave (Art 51, 77)	431	5.4%
	Other (Specify)	254	3.2%
	Don't know	1441	18.0%
Total		8024	165.8%

		Cases	Col %
D9. Here are some other items that members have indicated concern about in the past. Please select up to two that are most important to you.	Isolation Pay (Art 12)	387	4.1%
	Kilometric Rates (Art 13)	1491	15.9%
	Shift Premiums (Art UN6)	1176	12.5%
	Call Back (Art UN9)	479	5.1%
	Stand-by (Art UN10)	647	6.9%
	Schedules (Art UN 2)	1178	12.5%
	Overtime (Art UN8)	3813	40.6%
	Other (specify the Article as well)	398	4.2%
	None of the above	1321	14.1%
	Don't know	2224	23.7%
Total		9402	139.5%

		Count	Col %
D10. Have you personally experienced racism in the workplace this past year?	Yes, it has happened to me	601	6.4%
	Yes, it has happened to someone else	620	6.6%
	Yes, both to me and someone else	214	2.3%
	No	7223	76.8%
	Prefer not to answer	744	7.9%
Total		9402	100.0%

		Count	Col %
D11. Have you personally experienced other forms of bias, harassment or discrimination in the workplace this past year?	Yes, it has happened to me	1749	18.6%
	Yes, it has happened to someone else	540	5.7%
	Yes, both to me and someone else	640	6.8%
	No	5563	59.2%
	Prefer not to answer	910	9.7%
Total		9402	100.0%

		Count	Col %
D12. Do you think Artificial Intelligence (AI) and the use of AI will have a positive or negative impact on you and your job/work?	Very positive	524	5.6%
	Somewhat positive	2070	22.0%
	Neither positive nor negative	1644	17.5%
	Somewhat negative	1612	17.1%
	Very negative	1466	15.6%
	Does not apply	722	7.7%
	Don't know	1364	14.5%
Total		9402	100.0%

DEMOGRAPHICS

		Cases	Col %
X1. Which of the following best describes your gender identity? Select all that apply.	Agender	15	.2%
	Genderfluid/Genderqueer	29	.3%
	Man	2955	31.4%
	Non-binary	45	.5%
	Transgender	28	.3%
	Two-spirit	9	.1%
	Woman	5782	61.5%
	An identity not listed	10	.1%
	Prefer not to answer	583	6.2%
Total		9402	100.6%

		Count	Col %
X2. Please indicate your age range.	Under 25	247	2.6%
	25-34	1911	20.3%
	35-44	2346	25.0%
	45-54	2360	25.1%
	55-64	1877	20.0%
	65-68	184	2.0%
	69+	56	.6%
	Prefer not to answer	421	4.5%
Total		9402	100.0%

		Cases	Col %
X3. Do you self-identify in one or more of the following designated groups?	First Nations	133	1.4%
	Métis	175	1.9%
	Inuit	3	.0%
	Person with a Disability	879	9.3%
	Woman	4836	51.4%
	Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer/Questioning +	475	5.1%
	Racialized Group	1188	12.6%
	None of the above	2267	24.1%
	Prefer not to answer	936	10.0%
Total		9402	115.8%

		Cases	Col %
X4. Do you identify as a person with any of the following disabilities? Select all that apply.	None, I don't identify as a person with any disability or impairment	4950	52.6%
	Addiction	112	1.2%
	Auditory	209	2.2%
	Chronic illness	727	7.7%
	Developmental	76	.8%
	Dexterity	71	.8%
	Flexibility	146	1.6%
	Learning	307	3.3%
	Memory	267	2.8%
	Mental health	1478	15.7%
	Mobility	338	3.6%
	Pain-related	730	7.8%
	Sensory	216	2.3%
	Visual	253	2.7%
	Other (specify)	235	2.5%
	Prefer not to answer	1610	17.1%
Total		9402	124.7%

		Cases	Col %
X5a. Do you receive any permanent or temporary accommodation for your disability at the OPS Unified job where you work the most hours?	Yes. The accommodation process was supportive and easy to access	397	14.0%
	Yes. But the accommodation process was neither supportive nor easy to access	480	16.9%
	No, I don't need any accommodation	815	28.7%
	No, I am not comfortable in requesting accommodation	724	25.5%
	No, I requested accommodation but was denied	192	6.8%
	Prefer not to answer	320	11.3%
Total		2842	103.0%

		Cases	Col %
X5b. Have you requested an accommodation outside of a disability related accommodation?	Yes. The accommodation process was supportive and easy to access	709	7.5%
	Yes. But the accommodation process was neither supportive nor easy to access	704	7.5%
	No, I don't need any accommodation	5296	56.3%
	No, I am not comfortable in requesting accommodation	866	9.2%
	No, I requested accommodation but was denied	269	2.9%
	Prefer not to answer	1632	17.4%
Total		9402	100.8%

		Cases	Col %
X6. Which best describes you? Select all that apply.	Black (e.g., African, Afro-Caribbean, African-Canadian descent)	517	5.5%
	East Asian (e.g., Chinese, Japanese, Taiwanese descent)	377	4.0%
	Indigenous (e.g., First Nations, Inuit, Métis descent)	263	2.8%
	Latinx (e.g., Argentinean, Chilean, Costa Rican descent)	151	1.6%
	Middle Eastern (e.g., Afghan, Iranian, Syrian descent)	134	1.4%
	South Asian (e.g., Indian, Indo-Caribbean, Tamil descent)	645	6.9%
	Southeast Asian (e.g., Indonesian, Thai, Vietnamese descent)	157	1.7%
	White (e.g., European descent)	6257	66.5%
	An identity not listed [SPECIFY]	165	1.8%
Prefer not to answer		1091	11.6%
Total		9402	103.8%

		Cases	Col %
X7. What is your main language, that is the language in which you are most at ease?	English	8879	94.4%
	French	372	4.0%
	Another language [SPECIFY]	319	3.4%
	Prefer not to answer	255	2.7%
Total		9402	104.5%

Methods

These are results from an online survey of 9,402 OPSEU members from July 9th – September 29th, 2025, conducted by Strategic Communications. Email invites, reminders, a BVM and texts were sent to 24,991 members, resulting in a completion rate of 37.6%. The survey was also available in the OPSEU United web portal. Margin of error for a sample of this size is +/- 0.63 %, 19 times out of 20.

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