

# MEMBER QUESTIONNAIRE

MAY 21, 2015

Total number of questionnaires received: 59

## 1. What barriers keep you from attending meetings?

### - transportation = 21

- when it's at Interurban
- to I/U and the time it that would take; if the meetings are after work at Lansdowne only it is hard for me to get there as I work @ IU; to other campus/parking \$
- meetings are often at the opposite campus from where I work and live. The Camosun express only runs between campuses mid-day, not at the beginning or end of day. I cannot leave work half an hour early to take the #8, nor do I want to spend 50 minutes in traffic standing on a smelly bus, and even if I could I'd then be stranded at the opposite campus as there is useless night service. There is no bus shelter to stand under at Lansdowne (on hillside). The time of day you choose for meetings is when I want to be home having dinner with my family, not spending ages on a bus, or in a fruitless meeting.
- if Lansdowne [is the venue]

### - child/dependant care = 7

- PET care, Garden care, Housekeeping/repair, cooking dinner – I don't have a lot of spare time – meetings have to become valuable or there's not reason to go.
- family time.

### - other:

- knowing where they are being held - room number; only half hour lunch; working hours; timing when after work hours; when at the other campus from home campus; working during meeting times; off work at 2:00 p.m.
- off at 2pm; second job
- none
- combination of how convenient it is and transportation; distance to home; time and day conflicts with class (often); living up island and carpooling with someone who leaves @ 5pm; timing - after work; time of meetings
- timing with work schedules and campuses and previous Tuesday commitment; appointments - commitments conflicts
- time commute
- time constraints after work and evenings; class and being at different campus; busy/full schedule; work day; other work after work; time of day.
- this would be helpful: getting enough advance notice or having meetings at the same time (i.e. every third Thursday of the month) each month; when it is like today (May 21, 2015) during the working hour; time of it; travelling time; family commitments; exercise commitments; running too late - no bus after 6:30 to go home in my area; I'm sometimes working another job; time; 1. enough advance notice; 2, when it is held at the campus where I am not working; I carpool with someone from Shawnigan and find it hard to attend after work meetings; length of meetings; laziness, busyness; having to go to other campus; having to come back to campus; partner usually attends; time of day; location, time of day; Time. I have a life outside of work. The meetings take more than an hour after work and I just don't have that kind of time for non-essential, inefficient pointless meeting prattle.
- after work commitments
- I work at both campuses. Usually, when there is a meeting I am at the other campus and don't have a way to come.
- they are incredibly boring and seem to have very little meaningful purpose. The way money is wasted for all the charitable donations (we are a labour union not a charity fund-raiser) and the endless training of the same people on course after course makes me too angry to attend. My vote doesn't ever count. And we don't talk about anything important. Its mostly boring sharing of information about training classes other people took and no one else cares about, convention reports, [o]r going over financial statements (can't we just post those on our webpage or email the info to members). Its not like we get any say in these things anyways – its all “after the fact”[“] info.
- Thursday nite weekly meeting

- dinner making, school work, location of meeting, content of the meetings is not meaningful to me (usually I don't know what my attending achieved). consider an on-line discussion board instead of in person meetings (except for issues of critical importance that actually require people in the same room) so that people can "attend" and participate from anywhere. I would be more inclined to participate if it was something I could do from home/on my phone.
- programs/schedules end of day but I do attend when I can
- time
- work hours
- family and other work obligations
- scheduling, competing priorities, energy
- time, location of meeting

## 2. Which meeting time do you prefer?

### - lunch = 48

- works best of all
- 12-1 (Thursdays) first choice
- noon
- 12:00 noon
- noon BY FAR!!!
- 12:00
- 11:45 - or any other lunch time is fine; 12:00; noon; 11:45; 12:00-12:45; 12:00; noon, 12:00; 12pm; 12:00 noon first choice; 12; 1:00; second choice; 12:00 - 12:30 - 1:00 all good; noon; #1; 12 - start; 12:00; 12:00; 12:00
- 12:00 one hour only (would have to arrange time off since our schedule works around 30 min lunch); noon - and ending a maximum of one hour later. Have them once a week if needs be to get the business done (cut out all the unessential nonsense most meetings consist of and you'll need far less time); 12-1; noon
- noon
- 12 - 1 is when most of us take lunch. If there is food, I guess I would come. But I don't suppose you'd ever make the meetings focused enough to fit into one hour. You'd have to do them weekly. Maybe you could alternate times so that sometimes they are in the morning or end of day for those with unus[u]al shifts.
- 11:30
- if I was going to attend, it would have to be during the day while already at work, not during my free time - or online so I can participate from anywhere
- 12:00
- best for the co-workers I know
- between Tues & Thurs, 11:30-12:30
- noon
- 12
- 12:05

### - afternoon = 10

- 4 pm
- 3:00 pm
- 2pm
- 4:15 or 4:30 pm second choice
- 4:30
- 4:30
- 4:30
- occasional 4/4:30pm-5:30pm meetings video
- say 3 or 3:30

### - evening = 14

- 5:00 second choice
- 5:00

- 4:30 pm
- 5:00-6:00
- 5
- 5:30 or 6 pm
- 5:00
- different days M? W?
- 4:30 pm
- 5:30-6
- first choice; 5:00
- #2; 4:30pm
- NO!
- only for the annual major meeting, if topics warrant a lengthy meeting (anything longer than one hour is lengthy)
- no, not at all for me

**- weekend = 2**

- Saturday 9am or 4pm
- no
- 12 noon
- no
- early morning 9-10
- NO!
- no no no!
- are you serious!? LOL
- don't be silly – we have lives!!!
- no, not at all for me

**3. Currently, we hold ten regular meetings, plus one Annual General Meeting, per year. Do you prefer:**

**- more meetings = 7**

- same number of meetings
- weekly
- Either three long meetings a year, or short ones (one hour max) every two weeks; weekly super short and effective or quarterly
- If you can make the meetings focused, efficient and meaningful, you could have them every week and people would come! And things would get done!
- more shorter meetings (lunch-time) maybe every 2-3 weeks
- bi-weekly

**- fewer meetings = 28**

- every 2 months
- 5 or 6/year (bi-monthly)
- or the same. This is my first so I don't feel I can respond to this?? Today worked great! 😊
- 6
- 5 per year should be enough! Lunch with v-conferencing; perhaps bi-monthly; 1 per quarter; five; every other month; 4 meetings plus AGM; 8-10 should suffice; or the same amount; maybe skip some in summer?
- 5
- 3 per year
- Either three long meetings a year, or short ones (one hour max) every two weeks; 8 plus AGM
- ZERO meetings unless you can make them useful
- meet only when there is something work meeting about. More of these questionnaires would likely get you as much or more feedback than all the tedious meetings do now. Consider an on-line discussion board instead of in person meetings so that people can “attend” from anywhere.
- every two months

- bi-monthly
- quarterly

### **Other comments about more meetings or fewer meetings:**

- Keep what is currently set up. Possibly do a combo of meeting times. Alternate half lunchtime video conference (this option may increase attendance) and half evening. The agenda items may dictate the meeting times. Anything not finished during the lunch meeting can be brought forward to the next meeting, which would be an evening meeting - evening meetings continue until finished.
- The same. No summer.
- No preference at this time.
- not sure as this is my first meeting in a while.
- no change in the amount of meetings
- the amount of meetings is fine, with me.
- same; video conference works!
- same number
- same number (10 + 1 AGM) works for me
- seems fine as is
- the lunch and learns are awesome
- same number
- more focused, useful, purposeful meetings – less blah blah blah and insistence on protocol. Just meet about important things that cannot be done by email. Have someone facilitate who knows how to chair a meeting. Get away from the cumbersome unimportant aspects. We don't need a role call if you also sign in, we don't need to read out the equality statement at every meeting, and for sure there are too many reports (those should be shared before the meetings electronically with just a few printed copies for those who need them, and a very short period set aside for questions about them). Talk about things people really care about – like what you are negotiating (and give us more input into what that is! You never seem to achieve anything useful – I don't know how you get your priorities but they sure don't match mine); I'd like the option of a 4 day work week (still 35 hours a week) and for some of those hours to be working from home. It would be better for me, better for my department, better for the students. But the Union holds us back; I'd like the opportunity to stand at my desk sometimes – sitting so much is unhealthy. Adjustable desks should be the NORM; I'd like my job evaluation [to] make sense – the tool doesn't work and the people reviewing my job have ZERO idea. Why am I (and my supervisor or manager) not at the meeting that my job is discussed? We're the only ones that actually know what I do; I'd like to have a say in what you/we bargain about. A real say, not a single piece of paper or rare occasion that limits possibilities and doesn't really ask for input. A meeting to throw out ideas and understand limitations would be of uncommon interest; I'd like online meetings and voting. I'd like meetings to have a purpose beyond patting each other on the back, supporting political parties and charities, and droning on about conferences other people went to (a brief summary sent out in the pressure point would be enough and even welcomed if it convinces me it was time well spent and not just a free meal and brother love); My CUPE supervisor gets no support from the Union – treated like the enemy – yet she helps me and stands up for me – why!?! We are ALL Part of the SAME union. Treat all members equally!!!; Use fillable forms or online forms; Online voting and meetings too please – let's move into the current century; Ask about more than meetings. I[']m glad you are asking my opinion on something, but surely there are other things you need to know?; We need professional development time off just like faculty. What most of us do is a profession that needs keeping up with; Why doesn't CUPE make a fuss about all the new exempt hires? We need workers, not more “leaders” – some of the work the exempt people are doing is contracting out – its CUPE work!
- 10 meetings a year is the right amount to conduct all our business concerns.
- I appreciate the efforts of those who do take the time to attend meetings. Thank-you.

### **Other general comments:**

- Video conference GM great!
- Less formal and regimented approach ☺ would be a positive change to overall atmosphere and environment of meeting and perhaps may encourage increased participation and engagement.
- This meeting set up at noon is going to be a great way to get members out.
- Good idea! (survey)
- What about the Committee reports on the web instead?
- I like the video conference idea very much. Suggestion: Tony face camera like Keith did.

- Fewer meetings with more relative union content; does not always feel the union represents members when in conflict; travelling delegations - while useful to some, my sense is that a more concentrated approach to actual bargaining for our contract - a real info session on this could be good; contact with stewards - a "stewards meeting" - what's on your mind meeting - "how's the office?"; a more "grass roots" approach to contact with members - contact being the operative word!

- Thanks for asking!

- I would suggest round table style with President at the centre of side as shown below: [diagram], instead of lecturing style: [diagram], to create more engagement and the sense of involvement.

- I like the video conferencing option

- one topic per week; info share in advance so that meeting is discussion and decision - action oriented; regular meeting dates and times (perhaps even if only plotted out term by term - i.e. every third Tuesday at 12 noon Sept. through Dec...then a new schedule for Jan-Aug...) that way it could go in the Outlook recurring calendar and that would make it easier for me to attend more regularly. The lunch time meeting was teleconferenced and I think that worked really well to boost attendance. If the alternating early evening CUPE meetings were also teleconference I could probably attend more (for example attend the teleconferenced meeting at IU when the general meeting is @ Lansdowne campus. Thanks for asking!

- The first lunchtime meeting was held a few days ago and it was my first. It was really great to be able to attend as I normally cannot. I would be able to attend most meetings if they were held at lunch and would like to be present to show my support!

- If there was a way to limit length of meetings...perhaps a time-keeper and agenda with times allotted. If discussion goes over time, those present vote on extending discussion and tabling another agenda item, or tabling current discussion to next meeting. And maybe limiting reports or giving those reporting tight timelines. Or putting most important items first on agenda. Thanks for asking! ☺

- use social media to attract interest of younger folks; meetings can be long and boring, develop ways to get info to members ie easier/quicker formats; send members to pro d's departing attracting young members, trying new methods/systems, thinking outside the box; if we don't attract younger members really soon we'll be in big trouble! For example - this form could be a fillable PDF or something like survey monkey - we need to change with the times. Outside of bargaining updates, most business is about sending people on expensive courses. Opposition to spending so much money is rarely successful, so defeatist "what's the point" attitude sets in. Feels like old boy/girl's club in control; perhaps this initiative to engage the masses will lead to more interest, more attendance, more true dialogue, more enthusiasm. But it's hard to buy into an organization that's largely confrontational in origin (and often practice). And the brother/sister rhetoric is unwelcome. I do need to learn more.

- Consider negotiating union time into our work contracts, so that we can all have say the 1st Friday morning of every other month for meetings (yes, that means closing services - so what? Faculty rarely work Fridays, maybe the occasional couple hours without us will be okay too).

- Most of our current meetings are not good uses of time. Meetings need to be far more efficient and shorter, even if this means holding them more frequently. There is no real reason for not covering both major campuses (and possibly the partner sites) at once with video conferencing, or handling most of the tedious business/information sharing outside of meetings. By-laws are not hard to adjust, and even those members resistant to change can eventually learn new tricks.

- Start using technology of the day - even this form was sent out for people to print and hand-write on - seriously? Is this 1985? Get with the times and have electronic voting and until you can get that in place, you can still video conference and just have paper vote counters at both campuses. Most of the things we vote on and hear about at meetings could be done without a formal meeting anyways. Voting information can be shared in advance, and votes returned to the union office (again let's get online!) in a certain timeframe. You'd have a lot more participation if people could do it from their desks (or the library for those who don't work near computers). You'd likely find the union in a better financial position too, as most members do not appreciate the select few giving away our hard earned money to the same per charities year after year - but we can do little about it given the current meeting structure.

- Be efficient. Save reading of the equality statement and similar for the annual big meeting - it doesn't need to be endlessly repeated every meeting. Put it on a banner and hang it on the wall if you feel the need to proclaim and make obvious what is already known and apparent. Make welcoming new members a more efficient, less pompous, less intimidating affair. Ridiculous group chanting is totally unnecessary, and has put more than one person off from ever returning to a second meeting. Distribute minutes (I see this has just begun - good!), treasury reports and similar well prior to any meeting - indeed most of these do not need a meeting at all. Information sharing can happen through email or the Pressure Point (printed for those who somehow can't find a computer lab or library or put computers in more of the staff rooms). Leave the meetings for important questions and big decisions, not a tedious walk through what any member could read for themselves outside of meetings. Put most of the reports out from training opportunities and attendance at non-local CUPE and other meetings into the Pressure Point.

- Improve the archaic way we conduct meetings. Until that time, provide written (email) explanation of meeting processes (what is a point of order, how do you get something on the agenda, what are all these in favour/opposed bits about, etc) so that people are not overwhelmed and confused by our outdated ostentatious practices.

- If you insist on not video conferencing, and still holding meetings in the same outdated manner, we need to at least provide transportation between campuses (there and back again). Not everyone has a car, and many of those who do aren't keen to drive during rush hour traffic in the opposite direction of home. You worry so much about the members who don't use computers, but care little for those who don't use cars, or those who care about the environment enough not to drive (and idle wasting gas in long traffic lineups). Consider also those who work part time and are not here at 5pm. Consider those who have families, night classes to attend, participation on sports teams etc. We are not just all 9-5 workers who have nothing better to do after work but do unpaid union work. Limit meetings to essentials and people will begin to see them as a useful priority instead of a big waste of time, as is currently the case.

- basic information sharing doesn't require a meeting; videoconferencing and remote/online voting; organized ride-sharing/carpool; less stilted meeting structure, less bureaucratic language; I love the snowball draw - keep it up!

- I don't think adding meetings or changing the number of meetings will give you more attendance. I strongly believe lunch meetings will get you more people.

- meetings have run too long – very difficult to have control over long winded speakers however I know many people who will not attend meetings because of this issue. If it can be printed then “highlights only”! We can all read! Other than long winded speakers I think the meetings are very well run – very organized; I would happily attend lunchtime meetings but realize this may not be possible for all members.

- Please get us the option of choosing a free or nearly free bus pass instead of free parking; Please fix JAJEC. It is not working. Please realize that the wages at the top of the scale are too low for the level of responsibility and workload while those at the lower end are very well paid for low skill work. Take steps to correct this – add pay rates 17-20 and move up those that need moving up – or stop raising the rates at the bottom and add more to the top next time we manage a meager 1% raise; There is no consistency – we are all Camosun employees but staff in one school are treated differently from others. There is a class system of haves and have-nots. Those that get extra time off, longer lunches (or no requirement to take lunch so they can leave early), birthday cakes and other free food and rewards, extra lenient interpretation of family time and sick leave, while others get nothing but harassment. This place operates like it was ten different businesses; Need more flexibility on hours of work/days of work. Most of my job can be done any time of the day, but I am forced to be here Monday to Friday 8-4. If I worked four days a week and started at 5am each day, more would get done and I would be far happier; Please use online questionnaires in future. Please consider bi-weekly questionnaires or even weekly so that you learn what the membership needs are. This is the first time in years I've been asked anything, and its about [edited] meetings! Ugh; Why are conferences for CUPE not 100% covered? I can take a class on any subject and have that covered by PD but if I want to attend a conference on the same subject it is not covered. Makes no sense. If running out of money is the issue, lower the total amount available to each person or make everything only 80% covered.

- I used to attend meetings when I worked full time. Now I am retired but work 2-3 days a week under contract or on call. When on call I don't know when I'll be finished my shift...when I work full days I am tired after work and just want to go home. (Sometimes I need a 10-15 minute shut-eye even when at work which I will take as a coffee break.) When at work I am there to cover lunches/breaks for other staff (who can go to the meetings then) as we have to be available for students and don't close over lunch. Thank you for all your dedicated work. [edited]

- Overall you are doing a great job and I like the way communication has been going lately. Good to be updated via email.

- I attended a couple of meetings when I first started working at Camosun. They were extremely long and some of the issues that were discussed at length were specific to individuals and areas that were pretty much unique to them. Perhaps there could be a way of receiving information re issues, from members beforehand and condensing to present to membership. (Perhaps this has since been addressed.) I also find the Union references to “brothers” and “sisters” irks me – “fellow members” – yes – “brothers/sisters” are my siblings. And mostly, there are just too many meetings in my life! I take the bus and getting to Lansdowne or home from Interurban in the evening adds to the time – lunchtime on my campus works best.

- keep up good work on communication. I think members tend to get what they want, go looking for information, on an as-needed basis; Workshops on SD, benefits, etc., well received.

- Fast-paced, action-oriented. Less “ceremony” and jargon. Fewer reports – share those by email or in pressure point; How did video-conference go? I support trying it, but was off sick for last one; On-line questionnaires monthly to “check in” and stay current with member needs.