



# CUPE Engagement survey – May-July 2016

(Completion rate: 89.81%)

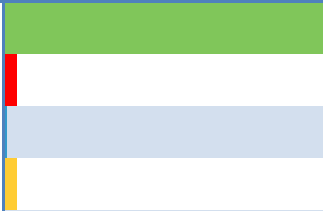
## 1. Do you know where to look for information or whom to ask if you have a question?

Response	Chart	Percentage	Count
Yes		77.5%	162
No		22.5%	47
		<b>Total Responses</b>	<b>209</b>

## 2. Did you know CUPE 2081 now has a Facebook page and a Twitter account?

Response	Chart	Percentage	Count
Yes		27.9%	58
No		72.1%	150
		<b>Total Responses</b>	<b>208</b>

## 3. What is your preferred method of communication?



Response	Chart	Percentage	Count
Email		91.9%	192
Newsletter		3.3%	7
Lunch Room		1.0%	2
Other, please specify...		3.8%	8
		<b>Total Responses</b>	<b>209</b>

### 3. What is your preferred method of communication? (Other, please specify...)



#	Response
1.	[test response deleted]
2.	Social media
3.	I look for CUPE 2081 information everywhere therefore any method (or all the above) works

for me.
4. Email however to include CUPE members to do not access a computer at work to received email
5. Text
6. in person AND email
7. email and a static page like facebook to check



### 1. Are you interested in Union Education opportunities?

Response	Chart	Percentage	Count
Yes		52.5%	105
No		47.5%	95
		<b>Total Responses</b>	<b>200</b>



### 2. Are you interested in Leadership Education opportunities?

Response	Chart	Percentage	Count
Yes		47.8%	96
No		52.2%	105
		<b>Total Responses</b>	<b>201</b>



### 3. Would you like to better understand the Collective Agreement and the rights it affords you as a CUPE member?

Response	Chart	Percentage	Count
Yes		77.0%	154
No		23.0%	46
		<b>Total Responses</b>	<b>200</b>



#### 4. Do you need SharePoint training?

Response	Chart	Percentage	Count
Yes		65.7%	132
No		34.3%	69
		<b>Total Responses</b>	<b>201</b>

#### 1. Did you know the Union office is able to arrange time away from your position if you wish to run for an executive position or join a committee?

Response	Chart	Percentage	Count
Yes		70.3%	137
No		29.7%	58
		<b>Total Responses</b>	<b>195</b>

#### 2. Are you interested in learning more about the executive positions and the responsibilities of each position?

Response	Chart	Percentage	Count
Yes		26.2%	51
No		73.8%	144
		<b>Total Responses</b>	<b>195</b>

#### 3. Do you face any workplace pressure and/or conflict that make you uneasy about participating as an executive member or on a committee?

#	Response
1.	[test response deleted]
2.	[test response deleted]
3.	No
4.	Workload
5.	no
6.	No
7.	Supervisor's refusal

8.	No
9.	Workload. My job is not one that is easy to take time away from. There is no one to cover for me.
10.	YES. there is no one "extra" do to my work if I am not doing it. Either a coworker would get stuck with even more extra work (which I'd have to train them to do, and there is no time for training them), or I'd come back to double-duties. You can arrange a "leave" from the work piling up! I am already overburdened as are my coworkers. I am not going to ask them to do my duties in addition to theirs. Vacation and sick time already come with the punishment of extra work - hard to add even more to the pile
11.	no
12.	I think participation in CUPE executive restricts career growth to CUPE positions
13.	No
14.	Workload
15.	No
16.	I work part time so feel the expectation is for me to use my own time for union volunteer work
17.	I might. Sorry to not explain more.
18.	Not really. Although I've never tried to take time off work for anything other than sickness and appointments.
19.	Yes. I feel my workload is getting bigger and bigger and because of this I need to take care of me so if I spent more time participating as an exec member I would not get my work done nor have much private time. From what I know, which may be incorrect, for certain positions in the exec. have a huge work load.
20.	No. All is fine.
21.	I am the only [job title] with an extreme expectation to be present everyday and hesitate to take sick time or ask for too many work-time opportunities to participate
22.	No
23.	Our current [job title] is very verbal about [pronoun] disapproval of staff taking leave for CUPE positions or events.
24.	as a [job title], it would be difficult to get someone to cover for me.
25.	No
26.	yes. Its hard when you are already short staffed to make more work for your co workers by helping with the Union
27.	Yes, work on evenings and weekends
28.	no
29.	No
30.	NO

31. Possibility of having to deal with passive-aggressive behavior.
32. dont know
33. no
34. No
35. Yes. heavy workload. not possible to take a leave from it / no one else to do it
36. Not pressure or conflict but my work piles up when I'm not here. I'm the only person at the college that does my job
37. conflict with family time if a committee required evening hours.
38. no
39. No
40. Yes, I am a casual/term employee
41. N/A at this point
42. Tough to get time off for executive committees
43. I would like to participate on the Grad Committee but there is no budget money to replace me so I can attend meetings.
44. Currently on leave for [time period]
45. Being away too often for meetings throws workload on to fellow public service staff as no replacement is hired to cover my time away.
46. heavy workload and possible conflict of interest b/c workin in a CUPE supervisor role
47. no pressure
48. occasionally
49. yes
50. Workload and divided priorities already
51. No
52. conflict with my boss and new working environment
53. No
54. Yes. I'm a [job title] in a small dept that is already stretched too thin.
55. no
56. yes, I am the only one inmy department that can do the job

#### 4. Is there anything else you'd like to tell your union executive?

#	Response
2.	Great survey

3.	No
4.	Keep up the good work
5.	Thank you! This survey seems to be very efficient, short and sweet.
6.	It would be great to focus on developing internal training opportunities, scheduled in advance, not relying on external consultants.
7.	I am on External (School) Executives which is why I am not able to participate as fully on the CUPE executive as I would like, but I hope run for positions in the future.
8.	Most college employees need basic Sharepoint user training now that the college is moving this direction more and more. More retirement planning sessions please! THANK YOU FOR ASKING; Please keep asking for our input (on many topics) as attending union meetings is not easily achieved for most of us with families.
9.	Thank you for all the time and work you put in to keep our workplace fair.
10.	We should be fighting for SD time like faculty have - dedicated PAID time away from normal duties to improve our skills and work on projects. If this was built into every schedule, coverage would be/ could be trained/hired/planned. I am tired of the "there's no budget" mantra. I am so very tired of doing more with less and feeling like I am losing ground (cannot keep up with work, much less keep my skills updated). Learning things like sharepoint on my own, off the side of my desk /at lunch using youTube is far from acceptable. Sharepoint a technological change article 28 - where is my training at the college's expense!?
11.	Please review the CUPE SD staff development process - it is inconsistent, slow and needs updating.
12.	I am frustrated by the union's position regarding our Staff Development Funds. Employees should be able to use their allotment for courses and conferences that interest them without CUPE interfering and assuming that they are work related.
13.	there has to be something more than time served to receive increases in pay just no incentive within CUPE
14.	Yes, thank you for your hard work.
15.	Keep up the great work!
16.	I would like to have regular workshops on our collective agreement because I feel out of the loop and don't know all the details
17.	I don't work at either of the two main campuses. Please try to remember that we are out here.
18.	Members are 'turning a blind eye' to actions management is doing, and in my opinion not looking out for the best interest for their fellow Union sisters. How can these members be educated on what can be asked on interviews (based on job descriptions). Currently, questions are being asked questions, when there is NO mention of the answer in the JD. Union members are doing what management is requesting them to do, but lack the skills, resources and adequate support thus creating member vs member tension.
19.	Keep up the good work! We appreciate you. Info sessions like that done last year re: SD

Funds is super helpful.
20. I value the work our exec and committees do
21. Wages and benefits are falling behind other unions and private sector. We need to concentrate on other ways of recovering our lost revenues due to wage controls over the past 10 years either via a collective with other locals or BCGEU. The pay bands are too closely affiliated and need to be expanded with some type of separation. Perhaps minutes from each meeting could be available with a secure member login via the local website? With wages low I find a lot of members can't make ends meet and are working outside the college with part time jobs. Younger members can't afford to purchase homes and the cost of living in Victoria is one of the highest in Canada. I think this also affects our union membership for attending Union meetings and engagement as we're working other jobs to supplement our incomes. When the 0-0-0 days that we agreed upon we were helping maintain cutbacks but we never seemed to regain what we have lost while other locals have gained or past our levels of compensation. Thanks.
22. Thank you for all your hard work.
23. No
24. I think that we need Bullying in the workplace course offered a few times to our members so they know their rights and what they can and can't do.
25. I would like to suggest to look at the structure of other locals executives, on the Island that are similar in size. I was chatting with one of the exec. of a different local who mentioned they have shop stewards devoted to admin, and one for custodial, according to the portion of their membership. Looking at this plus the payment for executive positions was very interesting and it might enable us to address more of our unions & members concern plus create more in participation not only in exec but across the board.
26. No.
27. thanks for all that you do for us!
28. Overall, A great job by all. Thank you very much. For new Employees, a stronger orientation could be beneficial. Person to person if possible; introductions, where the office(s) are and general information. Starting new can be an overwhelming experience and sometimes taking a break from e-mail and having human time is quite effective.
29. Thank you for the work you do on behalf of all CUPE employees at Camosun. I feel like I am adequately informed about union matters that affect me in the workplace and could figure out who to contact if I needed help with anything. The monthly CUPD SD email reminders are a nice addition.
30. you are doing a fabulous job
31. I am hoping that the [workplace] becomes a better place to work with our new [job title] coming on board.
32. Appreciate all your efforts
33. Thank you
34. no

35.	When is the new collective agreement going to be available? We should bargain for flex-days every two weeks instead of every 3.
36.	You guys are the best thank you for all you do.
37.	Thanks for being there and all of the hard work for the benefit of all.
38.	good job
39.	no
40.	Lunch meetings don't work for me. 1/2 hour lunch.
41.	You are all amazing and do a wonderful job, thank you!!
42.	please survey on many other issues / it's hard for me to have input any other way. Please advocate for two union days a year for all of us to get together (college closures are the only way I can leave my desk)
43.	I appreciate their effort and commitment
44.	no
45.	I have asked for my j-jak to be modified as I have new tasks added to my position and feel I am not being properly compensated for the new responsibility. My [job title] as attempted to meet with someone in HR - but she tells me she is getting no response from them.
46.	I would like to have more/better access to SD funding.
47.	Not at this time
48.	Appreciate the work you do for the members
49.	I'm sure you don't hear it often enough, so thank you for all you do!
50.	Keep up the great work!
51.	Thanks for the great job you do. All the work you do now and that has been done by past executive members makes Camosun College a great place to work.
52.	nothing at this time
53.	clear instructions are required for how to proceed when workplace bullying or similar issues occur
54.	Our job description levels don't seem to assess workload ie. 150+ emails/day when a large part of the day is spent away from the desk. The only time to get the emails answered is during lunches and working late. Not sure what to do about that.
55.	I really appreciate everything the union does for us--thank you for all that you do!
56.	I would like to become more involved and understand the union environment.
57.	yes, they need to apologise memeners when they blind side them about a topic they have no research or infomation on and call amd employee into a meeting when they go on hear say