

Local 1 survey results

On behalf of the Local 1 Executive, we would like to thank those members that took the time to fill out and send back the survey. The majority of the responses received were from regular full time employees that had been at the hospital for 6 years or more.

From the responses received, 85% indicated that they have been a victim of workplace violence and 47% of those members, were actually off work as a result, with the length of time off being anywhere from 7 days to 6 months.

In relation to Union activities attended in the past 5 years the results, interestingly enough indicated that only 15% had never attended any union activities.

As for the question: What do you, as a UPN member see as the biggest challenge to the Union, at large, in your worksite, there were four identifiable areas:

UPN Identity and Apathy (comments rec'd)

- lack of interest of the members
- accessibility to the Union members due to shift work
- maintaining UPN identity and relevance, as many members leaving or retiring
- Member Involvement
- apathy by new and young nurses
- improving UPN membership participation or lack there of
- the history of Local 1's treatment by the big Union, remains a divisive issue

Downsizing and Closure of Worksite

- closing of RVH
- successorship positions
- impact of past and present closures, including impending closures

Problems/Concerns with the Employer and Work Related Issues

- gender issues, shift rotations
- management being able to do whatever they want under "operational requirements"
- perceptions of intimidation by the employer
- unfair practices in awarding of shifts
- staff/management issues
- holding the employer to the contract
- job dissatisfaction

Communication:

- reciprocal information from the local Union to the members and from the members to the Local
- the belief that the Union is biased and shares information with management
- members being able to advise the UPN of issues faced in the workplace in "real time"

When asked by the membership if they could name one Shop Steward in the workplace 60% of the members were able to, and all most all of them knew how to contact a UPN Shop Steward if they needed one. In addition 90% actually look through the contract when they have a problem, and 25 % of the members indicated that they would consider taking Shop Steward training.

The information and suggestions received were great and provide the new Local 1 Executive and the membership with a framework to work from and develop some identifiable goals to work toward, for the upcoming year.

If you require additional information, or more details of this survey, you may contact me at local1upn@gmail.com.

On behalf of the Local 1 Executive, thank you for your participation, and your active Union involvement and Union support.

Benita Pal
Acting President of Local 1