SURVEY HIGHLIGHTS

• General membership satisfaction in many areas with room to improve on others (e.g., consistency)

• Majority of respondents prefer to maintain our current number of general membership meetings (i.e., GMMs)

• Members would like more information about union processes and some Committees:
  • Bargaining Committee
  • Grievance Committee
  • Job Evaluation Committee

• Members would like more information available on the union’s website

• Most members support shifting to electronic communication and reducing paper

• Mixed feelings about shifting to a different payroll schedule
GENERAL QUESTIONS ABOUT YUSAPUY

Section one
1. In general, I am satisfied with how the union represents me as a member and the level of service I receive:

394 responses

<table>
<thead>
<tr>
<th>Strongly agree</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>Strongly disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>87 (22.1%)</td>
<td>135 (34.3%)</td>
<td>88 (22.3%)</td>
<td>61 (15.5%)</td>
<td>23 (5.8%)</td>
<td></td>
</tr>
</tbody>
</table>
2. I believe that YusApuY is available and accessible to all its members:

393 responses

- Strongly agree: 126 (32.1%)
- Agree: 129 (32.8%)
- Somewhat agree: 65 (16.5%)
- Somewhat disagree: 47 (12%)
- Disagree: 26 (6.6%)

(Strongly disagree category not included in the diagram)
3. Overall, I am satisfied with the frequency of General Membership Meetings (i.e., two meetings per year):

393 responses

- Strongly agree: 135 (34.4%)
- Agree: 120 (30.5%)
- Neither agree nor disagree: 74 (18.8%)
- Disagree: 34 (8.7%)
- Strongly disagree: 30 (7.6%)
4. I think General Membership Meetings should be held:

392 responses

- 66.3% No changes required
- 24.7% More frequently
- 7.9% Less frequently
- 0% I don’t attend / It doesn’t matter
5. Overall, I am satisfied with the frequency of the YusApuY drop-in office (i.e., weekly lunch-hour meetings at Ke...tudent Centre; bi-monthly at Glendon):

389 responses
6. I think drop-in office hours should be held:

390 responses

- 74.4%: No changes required
- 14.1%: More frequently
- 7.2%: Less frequently
- 2%: I don’t attend / It doesn’t matter
7. Overall, I find the YusApuY drop-in hours at Keele and Glendon helpful and informative:

371 responses

<table>
<thead>
<tr>
<th>Strongly agree</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>Strongly disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>109 (29.4%)</td>
<td>85 (22.9%)</td>
<td>134 (36.1%)</td>
<td>27 (7.3%)</td>
<td>16 (4.3%)</td>
<td></td>
</tr>
</tbody>
</table>
8. Overall, I am satisfied with the frequency of the job evaluation information sessions (i.e., monthly meetings at Keele; bi-monthly at Glendon):

379 responses
9. I think job evaluation information sessions should be held:

386 responses

- 62.4%: No changes required
- 24.1%: I don’t attend / It doesn’t matter
- 12.2%: Less frequently
- 1.4%: More frequently
10. Overall, I am satisfied with the information provided at the job evaluation information sessions. I have found the sessions helpful:

355 responses

- Strongly agree: 182 (51.3%)
- Agree: 66 (18.6%)
- Neither agree nor disagree: 68 (19.2%)
- Disagree: 26 (7.3%)
- Strongly disagree: 13 (3.7%)
11. In general, I feel like I understand what each YusApuY committee does and why it matters:

385 responses
12. I would like to know more about the following YusApuY committee(s):

- [ ] I don't feel I need to know more about any of the committees
- [ ] Bargaining Committee
- [ ] Communications Committee
- [ ] Constitution and Policy Committee
- [ ] Grievance Committee
- [ ] Health and Safety Committee
- [ ] Job Evaluation Committee
- [ ] Nominations Committee
- [ ] Social Committee

12. I would like to know more about the following YusApuY committee(s):

367 responses

- I don't feel I need to know more about... 156 (42.5%)
- Bargaining Committee 124 (33.8%)
- Communications Committee 69 (18.8%)
- Constitution and Policy Committee 86 (23.4%)
- Grievance Committee 141 (38.4%)
- Health and Safety Committee 82 (22.3%)
- Job Evaluation Committee 125 (34.1%)
- Nominations Committee 52 (14.2%)
- Social Committee 57 (15.5%)
QUESTION 13: LEARNING ABOUT COMMITTEES

13. I am interested in the following mechanism(s) to learn more about YusApuY committees:

- [ ] I don't feel I need to know more about any of the committees
- [ ] Face to face conversation with someone already involved
- [ ] Videos
- [ ] Information sessions
- [ ] Content on the YusApuY website
- [ ] Content on social media (e.g., Facebook, Twitter, etc.)
- [ ] Other...

13. I am interested in the following mechanism(s) to learn more about YusApuY committees:

378 responses

- I don't feel I need to know more about ...: 108 (28.6%)
- Videos: 104 (27.5%)
- Information sessions: 106 (28%)
- Content on social media (e.g., Facebook...): 177 (46.8%)
- Email: -2 (0.5%)
14. I would like to be more involved with my union:

386 responses
15. In general, I feel like I understand what the role of a union Steward is:

389 responses
16. I would like to have a better understanding of the role of a union Steward:

381 responses

<table>
<thead>
<tr>
<th>Strongly agree</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>Strongly disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Responses</td>
<td>63 (16.5%)</td>
<td>101 (26.5%)</td>
<td>124 (32.5%)</td>
<td>51 (13.4%)</td>
<td>42 (11%)</td>
<td></td>
</tr>
</tbody>
</table>
17. In general, I feel like I understand why the union is affiliated with the Confederation of Canadian Unions (CC...econdary Workers of Ontario (CPWO):

387 responses
18. I would like the union to communicate more regularly about the Confederation of Canadian Unions (CC...econdary Workers of Ontario (CPWO):

381 responses

[Bar chart showing responses]

- Strongly agree: 56 (14.7%)
- Agree: 78 (20.5%)
- Neither agree nor disagree: 161 (42.3%)
- Disagree: 56 (14.7%)
- Strongly disagree: 30 (7.9%)
19. Overall, I am satisfied with the frequency of payroll:

389 responses

<table>
<thead>
<tr>
<th>Strongly agree</th>
<th>Count</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>111</td>
<td>28.5%</td>
</tr>
<tr>
<td>2</td>
<td>66</td>
<td>17%</td>
</tr>
<tr>
<td>3</td>
<td>76</td>
<td>19.5%</td>
</tr>
<tr>
<td>4</td>
<td>48</td>
<td>12.3%</td>
</tr>
<tr>
<td>5</td>
<td>88</td>
<td>22.6%</td>
</tr>
</tbody>
</table>

Strongly disagree
20. I would like the union to explore with the Employer the following frequency of payroll:

390 responses

- **47.7%** Bi-monthly (twice per month on set days, e.g., 1st and 15th of each month)
- **25.1%** Bi-weekly (every two weeks; some months will include 2 pay periods, some 3)
- **25.4%** Weekly
- **No changes (Monthly pay stays the same)**
21. I would be interested in purchasing YusApuY clothing, if it were available at the Bookstore or elsewhere (e.g., t-shirts, sweatshirts, hats, etc.)

387 responses

- Strongly agree: 33 (8.5%)
- 1: 31 (8%)
- 2: 111 (28.7%)
- 3: 69 (17.8%)
- 4: 143 (37%)
QUESTIONS ABOUT COMMUNICATIONS

Section two
22. Overall, I am satisfied with the type and frequency of communication coming from the YusApuY office:

387 responses

- Strongly agree: 87 (22.5%)
- 2: 132 (34.1%)
- 3: 106 (27.4%)
- 4: 43 (11.1%)
- Strongly disagree: 19 (4.9%)
QUESTIONS 23: TYPES OF INFORMATION

23. I would be interested in receiving the following information from YusApuY:

- [ ] None
- [ ] Newsletter - info from all committees (per term/quarterly)
- [ ] Newsletter - info from all committees (bi-monthly)
- [ ] Digest - Weekly email with updates/information compiled instead of haphazard emails
- [ ] President's Perspectives/Officer reports (per term)
- [ ] President's Perspectives/Officer reports (monthly)
- [ ] Videos explaining articles in the Collective Agreement
- [ ] Videos related to various committees and related information (e.g., Health & Safety, C&P, etc.)

378 responses:

- None: 50 (13.2%)
- Newsletter - info from all committees: 66 (17.5%)
- Digest: 106 (28%)
- President's Perspectives/Officer reports: 110 (29.1%)
- Videos related to various committees: 113 (29.9%)
- Other: 164 (43.4%)
24. I would like the union to communicate via email to the listserv instead of by hard copy for sharing news about union business:

389 responses

<table>
<thead>
<tr>
<th>Strongly agree</th>
<th>229 (58.9%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2</td>
<td>63 (16.2%)</td>
</tr>
<tr>
<td>3</td>
<td>65 (16.7%)</td>
</tr>
<tr>
<td>4</td>
<td>9 (2.3%)</td>
</tr>
<tr>
<td>5</td>
<td>23 (5.9%)</td>
</tr>
</tbody>
</table>
QUESTION 25: PAPER COPIES OR ELECTRONIC

25. I would like the union to communicate via paper-copies, in lieu of electronic, to my work address for the following types of announcement(s):

- General Membership Meeting (GMM) notices
- Annual General Meeting (AGM) notices
- Call for Nominations notices
- Ratification Meeting notices
- Annual BBQ notices
- Newsletters
- Social events, etc.
- None of the above
- All of the above

365 responses

- General Membership Meeting (GMM) notices: ✅ 55 (15.1%)
- Call for Nominations notices: ✅ 26 (7.1%)
- Ratification Meeting notices: ✅ 38 (10.4%)
- Annual BBQ notices: ✅ 29 (7.9%)
- Newsletters: ✅ 18 (4.9%)
- Social events, etc.: ✅ 15 (4.1%)
- None of the above: ✅ (11.8%)
- All of the above: ✅ 247 (67.7%)

Total: 365 responses
26. In general, I am satisfied with the content of the YusApuY website:

388 responses

- Strongly agree: 157 (40.5%)
- 2: 105 (27.1%)
- 3: 48 (12.4%)
- 4: 51 (13.1%)
- Strongly disagree: 27 (7%)
27. In general, I am satisfied with the layout and design of the YusApuY website:

390 responses

<table>
<thead>
<tr>
<th>Strongly agree</th>
<th>46 (11.8%)</th>
<th>104 (26.7%)</th>
<th>153 (39.2%)</th>
<th>61 (15.6%)</th>
<th>26 (6.7%)</th>
<th>Strongly disagree</th>
</tr>
</thead>
</table>
QUESTION 28: MEMBERS’ SOCIAL MEDIA USE

28. I use the following social media regularly:

- [ ] None, I do not use social media
- [ ] Facebook
- [ ] Twitter
- [ ] Instagram
- [ ] Tumblr
- [ ] Snapchat
- [ ] LinkedIn
- [ ] Other...

28. I use the following social media regularly:

385 responses

- None, I do not use social media: 124 (32.2%)
- Twitter: 92 (23.9%)
- Instagram: 161 (41.8%)
- Tumblr: 2 (0.5%)
- Snapchat: 26 (6.8%)
- LinkedIn: 6 (1.6%)
QUESTION 29: YUSAPUY'S SOCIAL MEDIA USE

29. I would like to see information from YusApuY on the following platforms:

- None
- Facebook
- Twitter
- Instagram
- Tumblr
- Snapchat
- I don't know / it doesn't matter
- Other...

380 responses

- None: 135 (35.5%)
- Facebook: 84 (22.1%)
- Twitter: 50 (13.2%)
- Instagram: 40 (10.5%)
- Tumblr: 1 (0.3%)
- Snapchat: 127 (33.4%)
QUESTIONS ABOUT HEALTH, WELL-BEING & SOCIAL EVENTS

Section three
30. In general, I would be interested in participating in social events coordinated by YusApuY:

385 responses
QUESTION 31: SOCIAL EVENTS

QUESTION

31. I would be interested in the following social events coordinated by YusApuY:

- None
- Archery
- Art gallery visit
- Axe throwing
- Boat cruise / dinner cruise
- Bowling
- Brewery visit
- Butterfly conservatory visit (Niagara Falls)
- Canada's Wonderland
- Casino visit (e.g., Rama, Woodbine, Mohawk, Ajax)
- Casa Loma / Dundurn Castle visit
- Distillery visit (e.g., Forty Creek)
- Escape room adventure
- Laser tag
- Medieval Times / Murder mystery dinner
- Movie night at a theatre
- Movie night at a theatre
- Museum visit (e.g., ROM)
- Niagara Falls visit
- Paint night
- Ripley's aquarium visit
- Rock climbing
- Skating
- Skiing
- Theatre productions (e.g., Phantom of the Opera)
- Toronto Blue Jays game
- Toronto FC game
- Toronto Marlies game
- Winery visit
- Other...
QUESTION 31: SOCIAL EVENTS

RESPONSE

<table>
<thead>
<tr>
<th>Event Description</th>
<th>Number of Responses</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>None</td>
<td>109 (30.8%)</td>
<td></td>
</tr>
<tr>
<td>Art gallery visit</td>
<td>81 (22.9%)</td>
<td></td>
</tr>
<tr>
<td>Boat cruise / dinner cruise</td>
<td>55 (15.5%)</td>
<td></td>
</tr>
<tr>
<td>Brewery visit</td>
<td>81 (22.9%)</td>
<td></td>
</tr>
<tr>
<td>Canada’s Wonderland</td>
<td>76 (21.5%)</td>
<td></td>
</tr>
<tr>
<td>Casa Loma / Dundurn</td>
<td>78 (22%)</td>
<td></td>
</tr>
<tr>
<td>Castle visit</td>
<td>76 (21.5%)</td>
<td></td>
</tr>
<tr>
<td>Escape room adventure</td>
<td>62 (17.5%)</td>
<td></td>
</tr>
<tr>
<td>Medieval Times / murder mystery dinner</td>
<td>56 (16.9%)</td>
<td></td>
</tr>
<tr>
<td>Niagara Falls visit</td>
<td>80 (22.6%)</td>
<td></td>
</tr>
<tr>
<td>Ripley’s aquarium visit</td>
<td>88 (24.9%)</td>
<td></td>
</tr>
<tr>
<td>Skating</td>
<td>36 (10.2%)</td>
<td></td>
</tr>
<tr>
<td>Theatre productions (e.g., Phantom of t...</td>
<td>34 (9.6%)</td>
<td></td>
</tr>
<tr>
<td>Toronto FC game</td>
<td>65 (18.4%)</td>
<td></td>
</tr>
<tr>
<td>Winery visit</td>
<td>77 (21.8%)</td>
<td></td>
</tr>
<tr>
<td>None</td>
<td>109 (30.8%)</td>
<td></td>
</tr>
</tbody>
</table>
32. I have participated in the following YusuPuy health & wellness programs and found them helpful:

- I haven’t attended any, and don’t want to
- I haven’t attended any, but would like to
- Workout with YusuPuy
- Mindful Meditation
- Work-Life Balance
33. Overall, I am satisfied with the frequency of the Workout with YusApuY program:

357 responses
34. I would be interested in the following training events coordinated by YusApuY:

- [ ] None
- [ ] First aid
- [ ] Mental health first aid
- [ ] Other...

34. I would be interested in the following training events coordinated by YusApuY:

368 responses

- [ ] None: 98 (26.6%)
- [ ] First aid: 216 (58.7%)
- [ ] Mental health first aid: 195 (53%)
- [ ] CPR: 2 (0.5%)
QUESTION 35
“THE UNION DOES A GREAT JOB AT…”

SUMMARY

- Communicating updates to the membership (especially in the past few years)
- Being available to answer questions (i.e., drop-ins, etc.)
- Advocating for the membership
- Representing members in meetings with the employer
- Bargaining a fair contract (i.e., reasonable wage increases, maintaining good benefits)
- Creating wellness initiatives (e.g., workout with YUSA)
- Organizing social events that build community
QUESTION 36

“THE UNION COULD IMPROVE ON…”

SUMMARY

• Consistently responding to members in a timely manner
• Updating and redesigning the website
• Creating more informational videos for frequently asked questions
• Providing more budgetary information
• Updating governance documents (Constitution and policies)
• Providing more information about union processes
• Translating the collective agreement into clearer language
• Opening up the bargaining process so members are better informed
• Involving more members, beyond elected committees and positions
• Sharing more information about issues and trends across the campuses
ADDITIONAL COMMENTS & SUGGESTIONS

- Advocate for reduced parking costs
- Explore pay incentives / step progression
- Create stewards / reps for specific issues
- Check in on staff in remote areas
- Adjust terms of office (i.e., 2 or 3 year terms)
- Develop interview coaching and career development strategies
- Host more lunch hour social events and general meetings
- Create more job evaluation tools
- Provide more general information about workplace rights
- Hold consultation meetings regarding the budget as its being developed
- Create more videos and information resources for the web (FAQs, how-tos, etc.)