

BARGAINING SURVEY RESULTS SUMMARY



What We Learned

The survey results paint a picture of staff straining under heavy workloads, increased occupancy, and residents needing a higher level of care. All these issues are taking a toll on our mental and physical health, as well as reducing the quality of care we can deliver. Staff are overwhelmed by these problems as well as low pay that is not keeping up with the cost of living.

And the numbers tell the story overall:

- 77% said you could not keep up with the cost of living
- 67% said your wages do not reflect the value of your work and workload
- 100% want to see wages rise with the cost of living
- 53% are already looking for other work, with 94% saying that a higher wage was the primary reason for seeking another job

Members also reported that management is not providing solutions to your concerns:

- 75% said staffing levels, scheduling and workload are not appropriate
- 64% said heavy workloads are damaging your health (mental and/or physical)
- 62% said that your work area has fewer staff than before, but the workload has stayed the same or increased
- 69% don't think Aspen Ridge is a safe and healthy workplace

Several people indicated that supplies such as linens and gloves are not sufficiently available.

Members also said staff pick up the pieces when management does not deal with urgent issues such as high workloads and residents needing more care. Of all of us who responded, 48% of us said that we had come to work sick because we were concerned about our coworkers working short-staffed. Senior staff are also concerned that new staff are not being trained properly.

Many of us said our health benefits coverage must improve, pointing to things that are not included such as long-term disability, a health spending account, and low coverage for paramedical (chiropractic, massage etc.) and vision care. Nearly a quarter of members are not eligible for benefits at all.

Pushing Back

We face many problems, but our survey results show we are willing to take action and fight for a better collective agreement.

The vast majority are willing to take action at work, such as:

75% would wear union buttons at work

63% would participate in a group action (such as wearing red on workdays)

This is a great start! With everyone's support, we can build our strength and demand things changes to make Aspen Ridge a better place to work.

We are especially thankful for the new people who stepped up to be worksite contacts. Your support will help us keep everyone up to date with what happens in bargaining.