

HPAE Local 5105 Post Ratification Survey

Assessing where we are and
building for future wins!!!



HPAE
Putting care first



Why We Ran the Survey

Local 5105 conducted a survey over late June and July to assess our recent contract campaign and work on building our power leading up to 2026. 170 members participated in the survey.

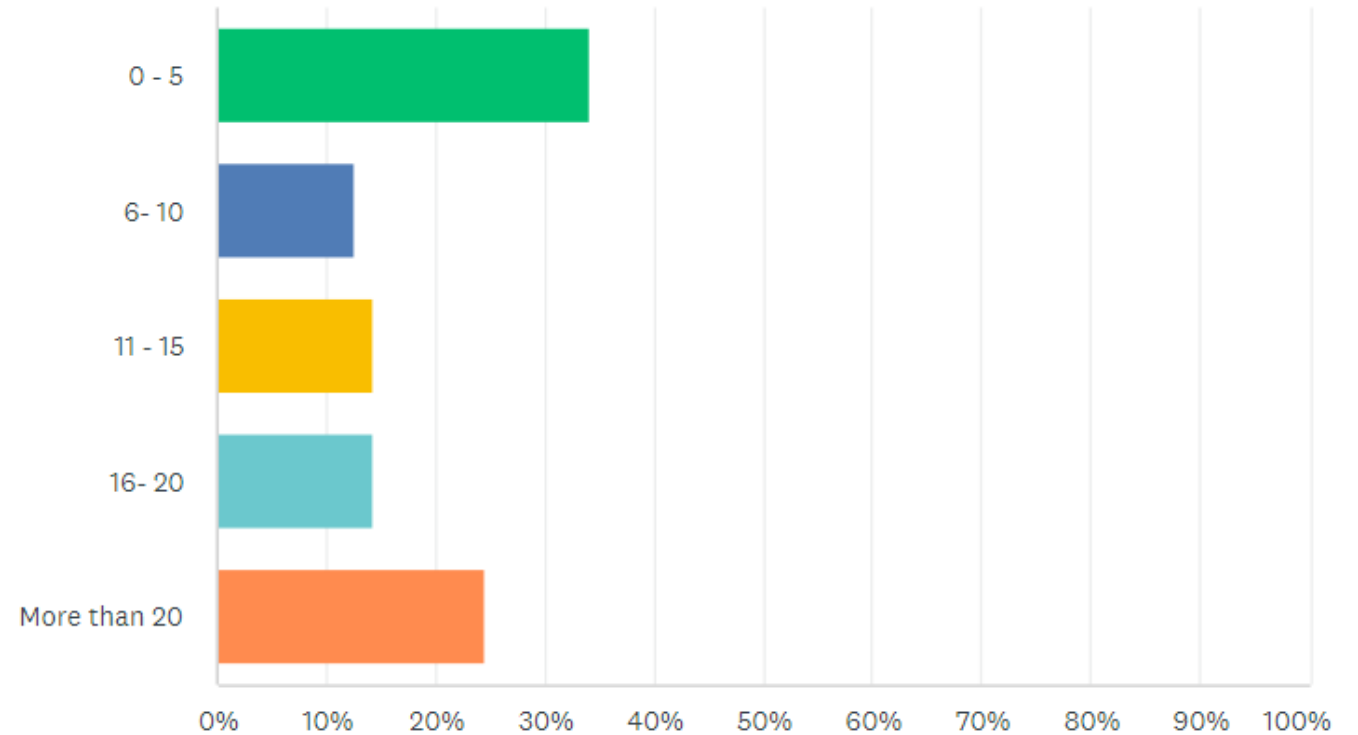
As you know, we had more no votes for ratification than ever before, and we wanted to explore the reasons behind that and make sure we are stronger going into the next contract campaign.

While we had hoped for more participation, we got some very good information that we want to share with our members.

A majority of the participants in the survey (58.68%) were either newer or more longstanding nurses.

Number of years at the Hospital

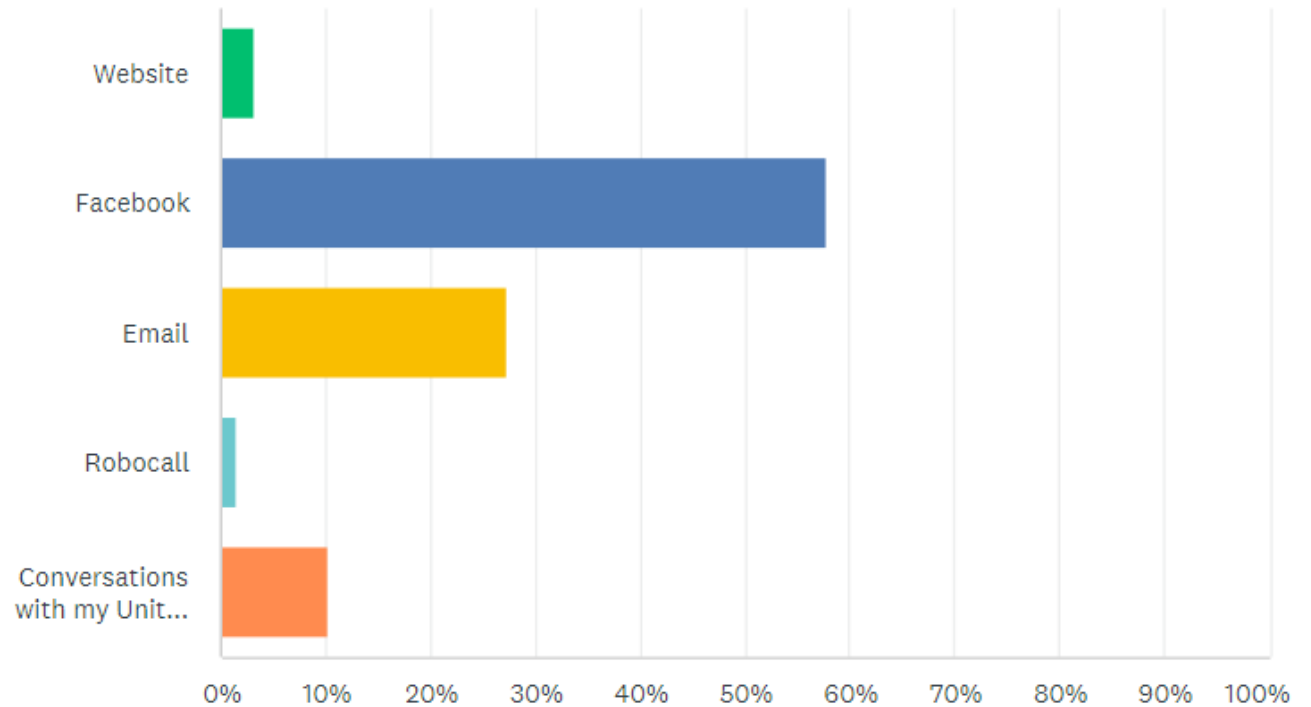
Answered: 167 Skipped: 3



Communication: We used several communication methods during the campaign. Overall, Facebook, email and one to one communication with reps were the primary way people received information about the campaign.

What is the primary way you find out information about your Union?

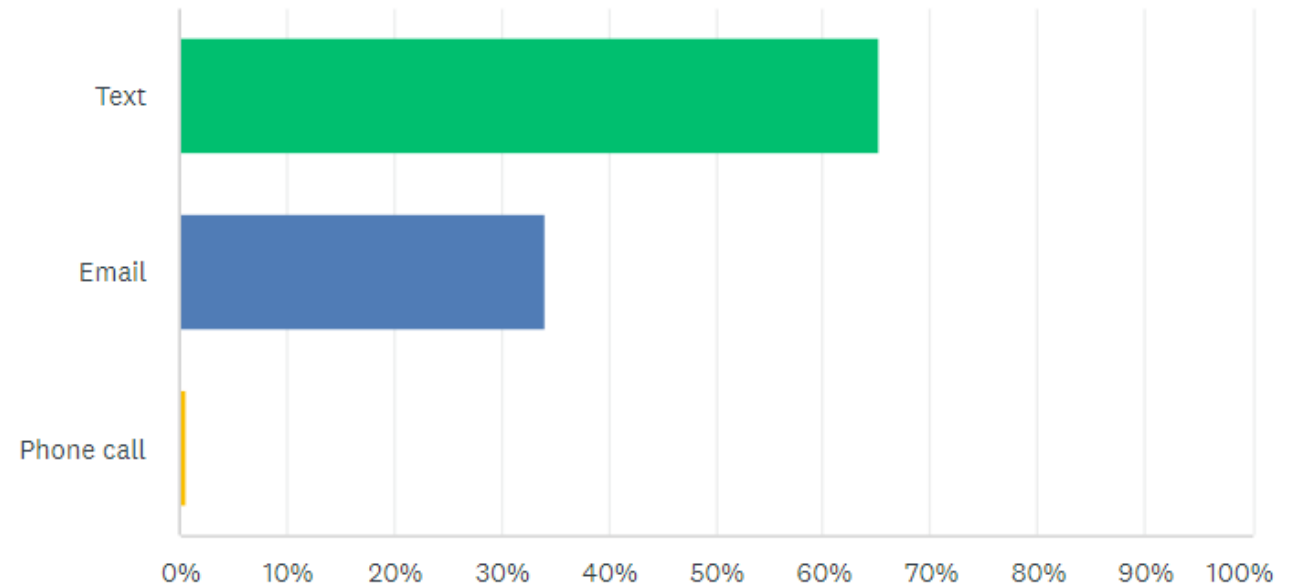
Answered: 128 Skipped: 42



Communication:
Survey participants
expressed a strong
preference for text
and emails as a
means of
communication

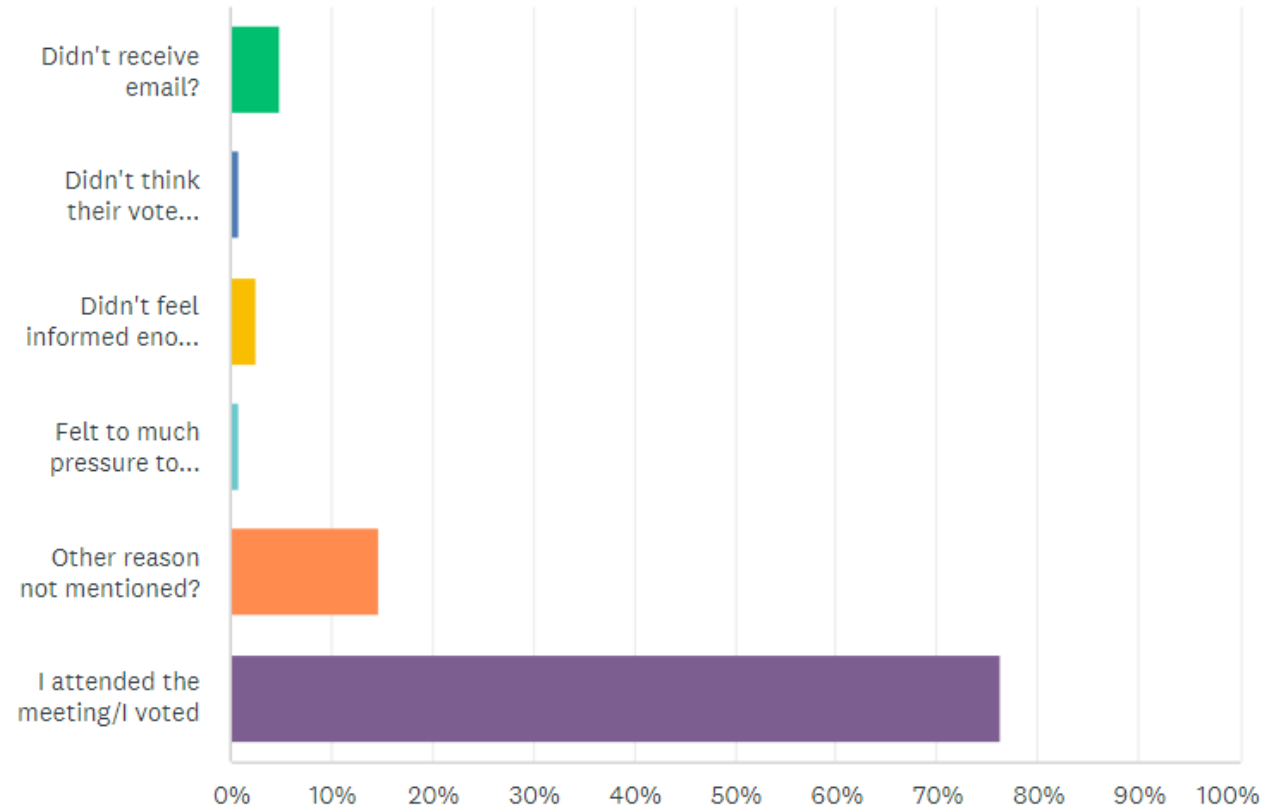
What is the best way to communicate with you?

Answered: 155 Skipped: 15



If you didn't vote in the contract ratification election, what barriers prevented you from voting?

Answered: 122 Skipped: 48

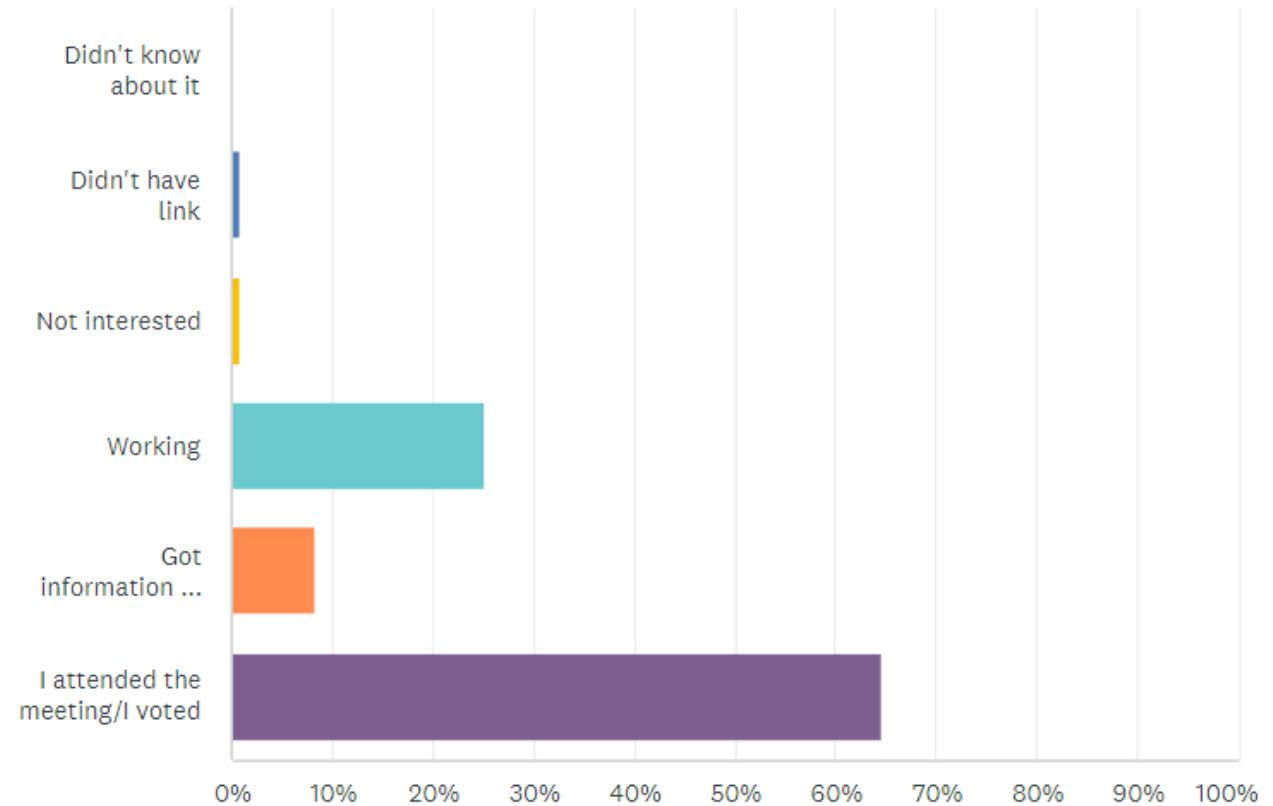


We wanted to understand why members who didn't vote or attend the ratification meeting did not do so. Most participants did vote, with the biggest barrier being not receiving the email.

Working was
sited as the
primary reason
for not attending
the ratification
meeting

If you didn't attend the contract ratification meeting, what prevented you from participating?

Answered: 119 Skipped: 51

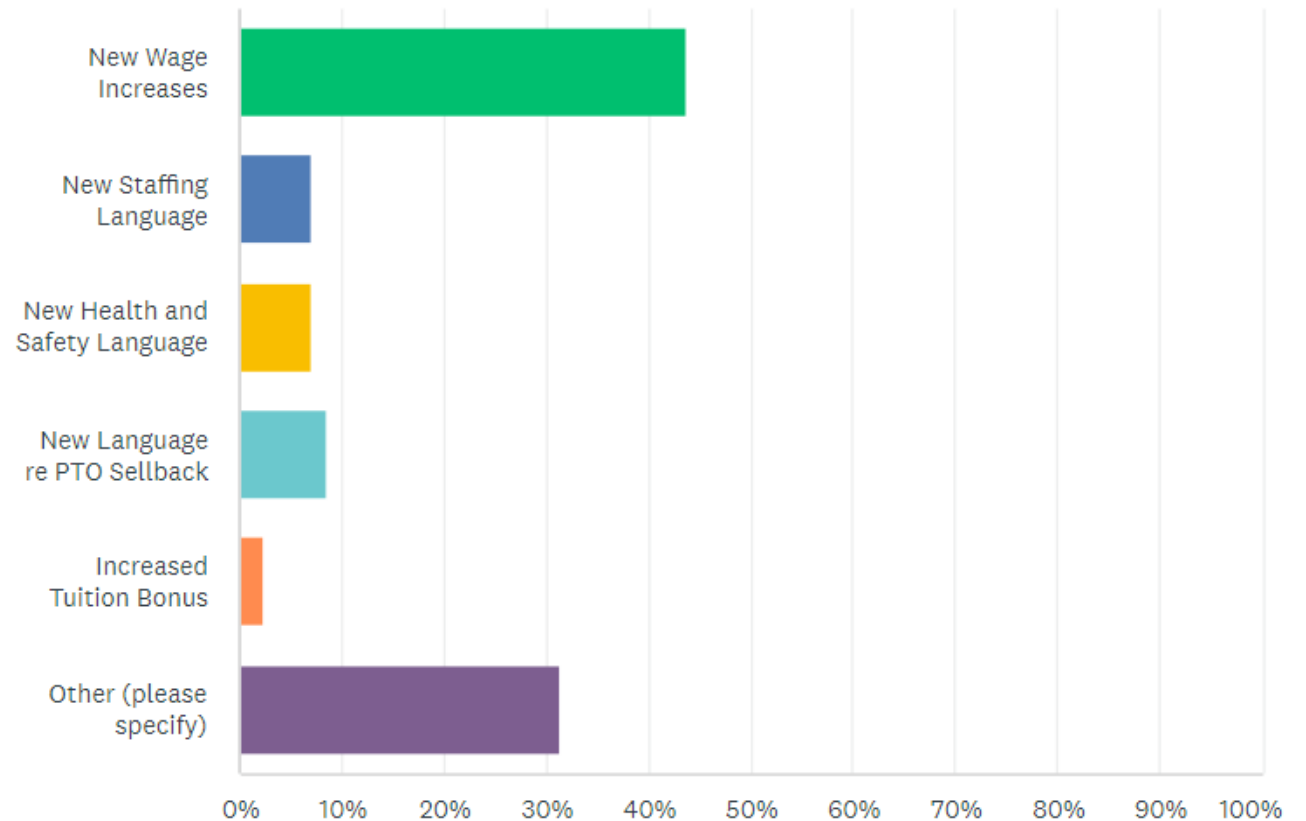


Participants cited new wage increases as the improvement they were most excited about in the new contract, but many listed other.

While there were a few “all of the above” answers, a majority of those that marked other found no benefit in the new contract

What improvements in our new contract are you most excited about?

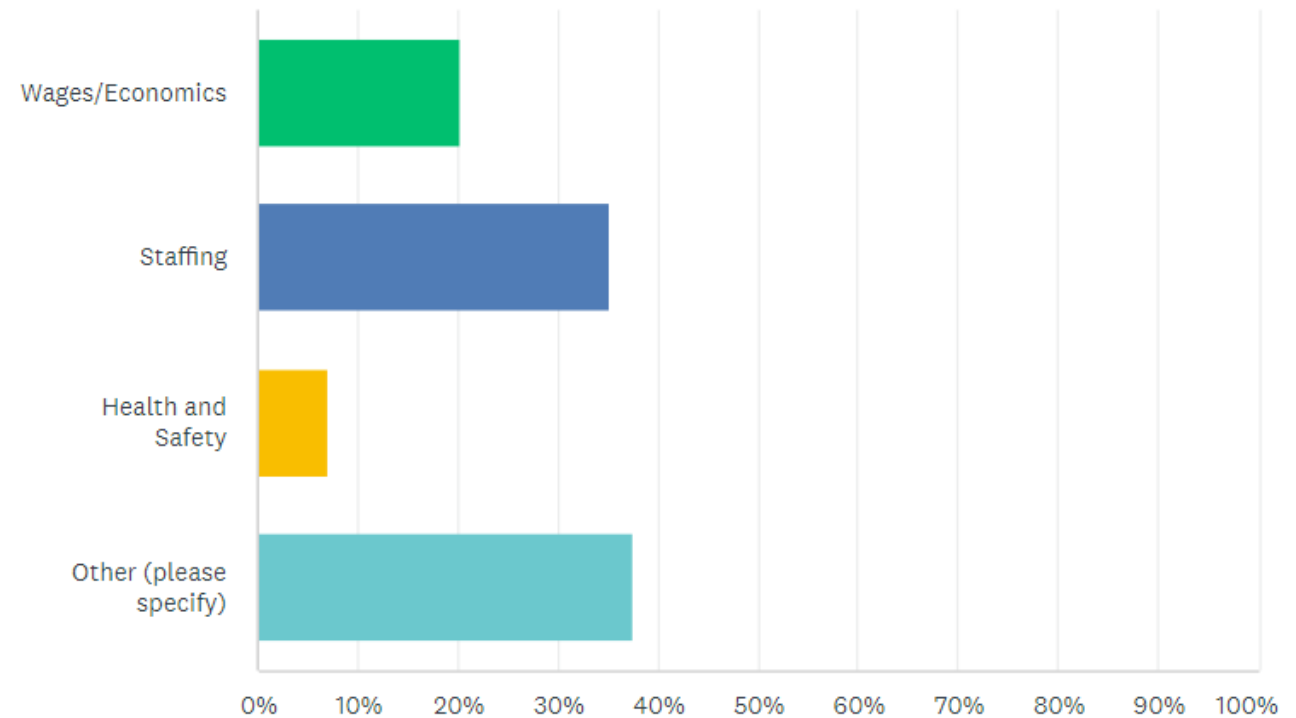
Answered: 128 Skipped: 42



Participants said that staffing was the biggest area that was not sufficiently addressed.

What do you feel was not sufficiently addressed in our new contract?

Answered: 128 Skipped: 42

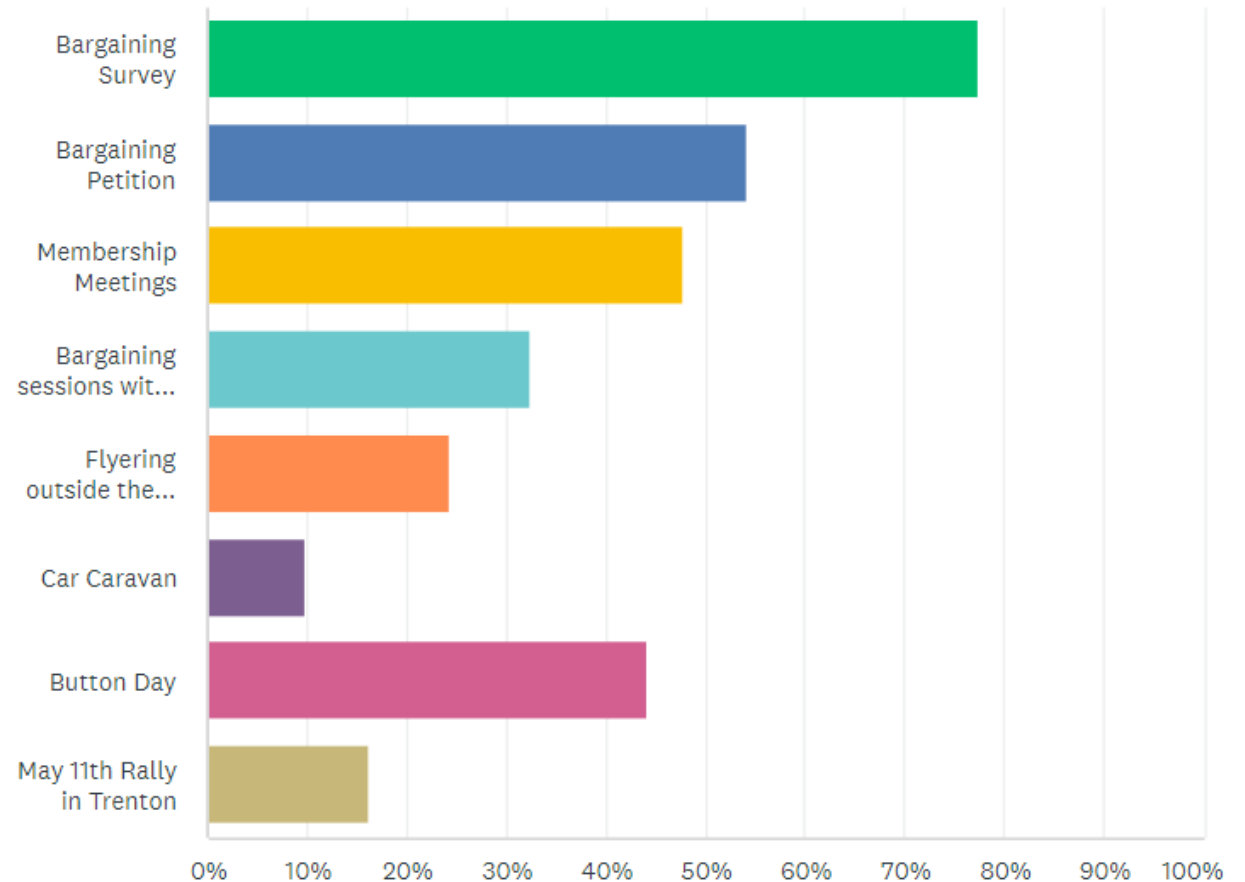


Among members who choose other, six said they had no unmet issues with the contract. Otherwise, these issues came up most.

Staffing (8)	All of the above (6)	Wages (5)
Nurse retention (4)	Retirement Guidance/Benefits (2)	Critical Shift bonus (2)
Holiday pick up (per-diem) (2)	Health Insurance/Benefits (2)	Health and safety (2)

Did you participate in the following activities this year leading up to the ratification of our contract?

Answered: 111 Skipped: 59

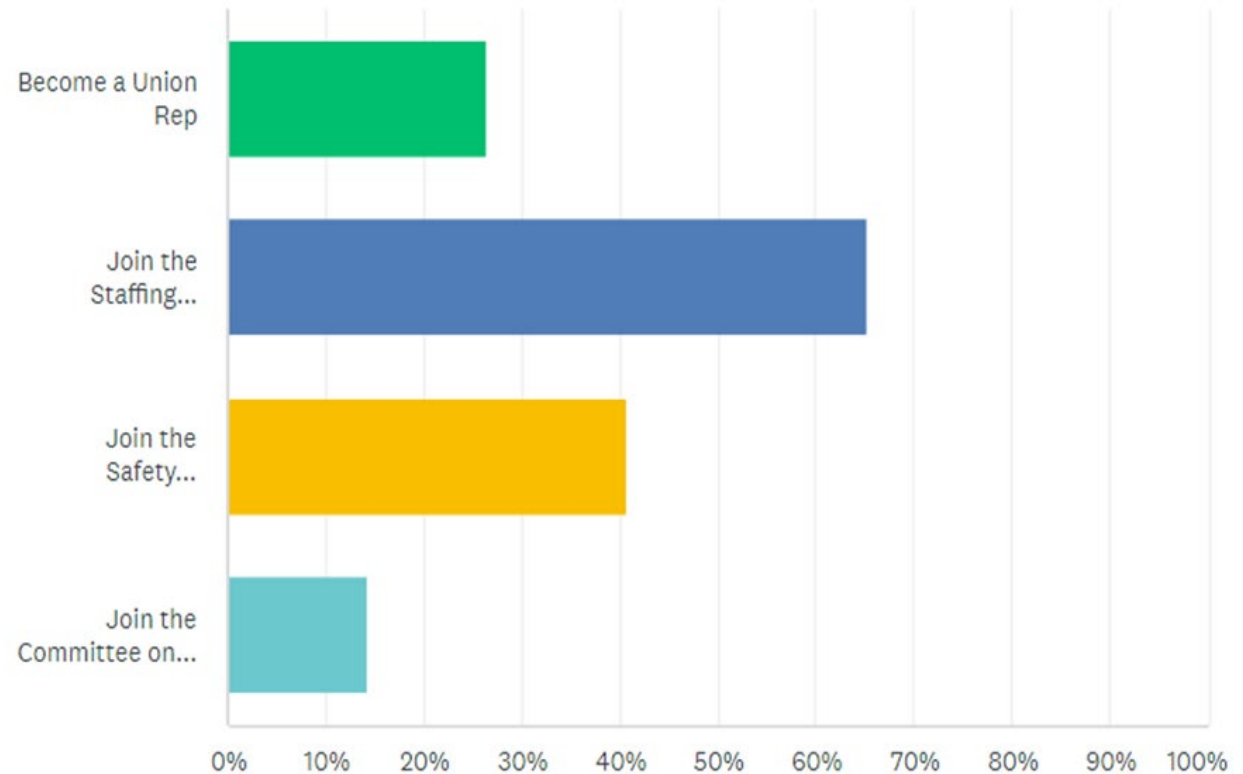


Member Participation:
As you know, membership participation is critical to winning a strong contract. These are the activities respondents participated in during the contract campaign:

We were thrilled to have 50 members sign up to either be Union reps or serve on one of our committees moving forward.

Which of the following activities are you willing to participate in over the next three years to help us strengthen our Union?

Answered: 49 Skipped: 121



Conclusions:

- Having so many survey participants sign up to get more involved in their union is a great sign! However...
- Only 170 out of our 750 members participated in the survey! This kind of low participation reflects the biggest reason our bargaining committee felt we had achieved everything we could in this contract. We needed more members at our flyering, car caravan and other events to put pressure on management and make greater gains.
- We will make every effort to ensure that we have accurate information and are communicating with members in the most effective ways moving forward.
- Its up to each of us to hold each other accountable and get each and every member involved in our next contract campaign so we can win even greater victories in 2026!