

WINNIPEG
ASSOCIATION
IFPTE LOCAL 162



Summary Report

WAPSO

Membership Survey

2010

Introduction/Summary of Findings

In June 2010, the WAPSO Executive Board commissioned a membership survey. Member input was considered a critical element in planning the association's future direction.

Research Objectives

- Determine member opinions on growth/expansion - Do members support expansion? Do they understand the pros/cons of growth?
- Gather information for use in collective bargaining – What employee benefits are most important to members?
- Establish baseline information for future research - Will the same perceptions hold true as demographic changes occur within the membership?
- Communicate with members – How can opinions be solicited so as to hear from the greatest number?

Findings

- The survey generated a +60% response rate.
- All civic departments were well represented.
- Over 2/3 of respondents believe that to be most effective, unions/associations should number between 501 and 4,000 members.
- More than ½ of respondents support association growth to include other public sector managers and professionals. However, support drops considerably when asked if expansion should include private sector groups.
- Less than 10% of members who participated in the survey did not agree that WAPSO works for things they support.
- The majority of respondents say that over the past two years, their workloads have increased.
- About 70% of members say that given a choice, they plan to remain with the employer until they retire, although more than ½ have at least thought about applying for external positions.
- Overall, the three most important job aspects are:
 - Salary
 - Dental/Vision/Health Benefits
 - Retention of the “WAPSO Week”

Respondent Profile

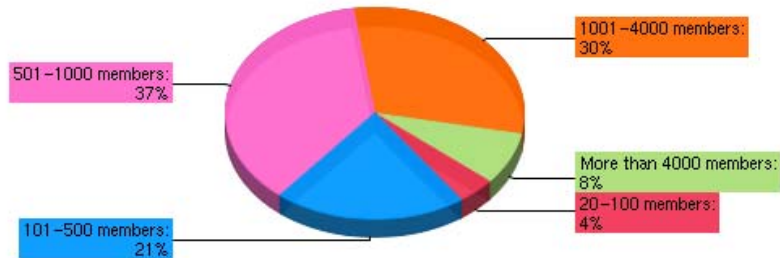
Employer	# of respondents	# of respondents within work unit	Approximate response rate within work unit
Riverview	2	17	12%
City of Winnipeg – Assessment and Taxation	8	11	73%
City of Winnipeg – Community Services	32	50	64%
City of Winnipeg - Corporate Finance	16	27	59%
City of Winnipeg - Corporate Support Services	50	81	62%
City of Winnipeg – Planning, Property & Development	74	100	75%
City of Winnipeg - Public Works	49	76	64%
City of Winnipeg - Water and Waste	81	124	65%
City of Winnipeg - Transit	34	75	45%
City of Winnipeg - Special Operating Agency	13	31	42%
City of Winnipeg - Other	21	unknown	unknown

Years of Service	# of respondents
0 – 5 years	75
6 – 15 years	96
16 – 25 years	121
More than 25 years	94

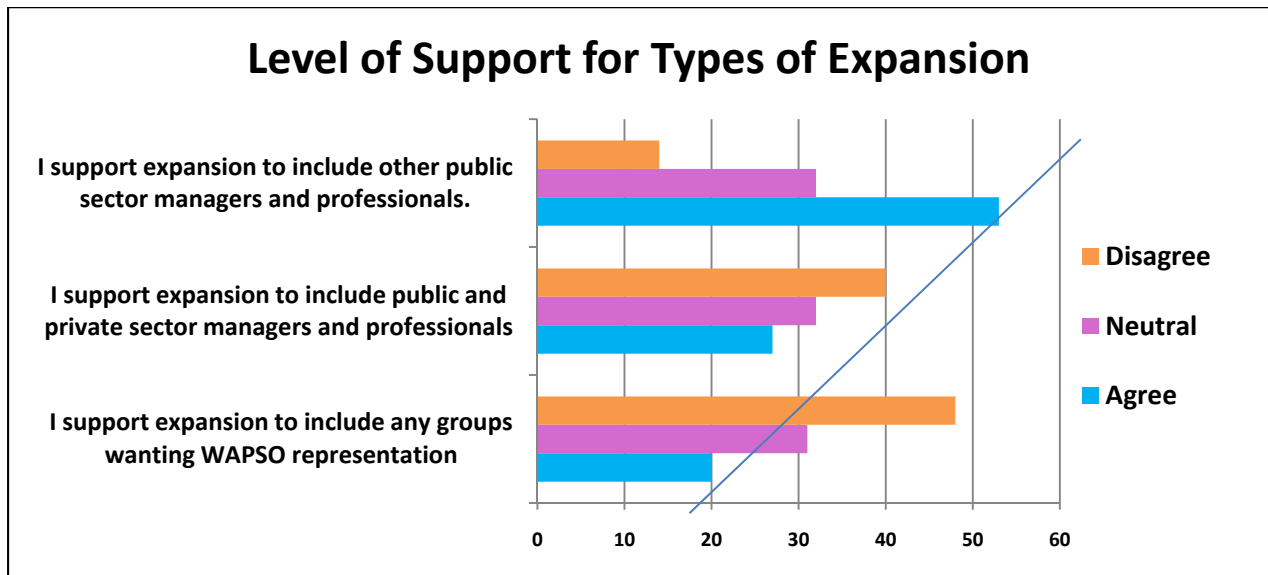
Years of WAPSO membership	# of respondents
0 – 5 years	150
6 – 15 years	155
16 – 25 years	60
More than 25 years	20

Opinions on Unions/Associations

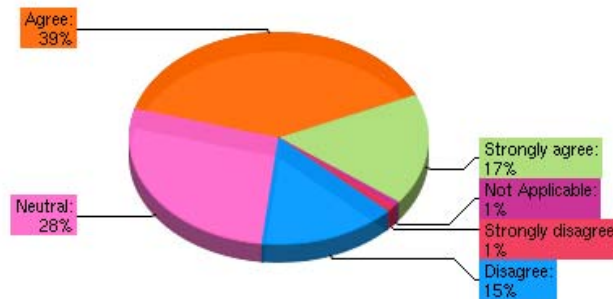
To be most effective, unions/associations should ideally number:



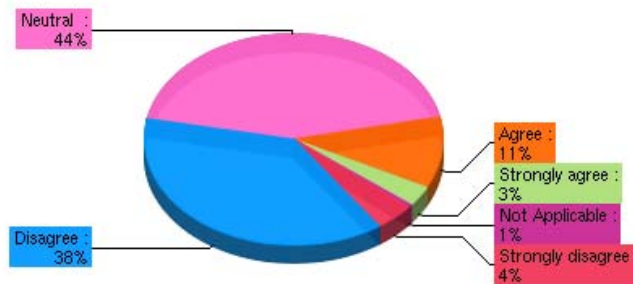
	# of responses	% of responses
20-100 members	12	3.9%
101-500 members	70	20.8%
501-1,000 members	123	36.6%
1,001-4,000 members	103	30.7%
More than 4,000 members	27	8%



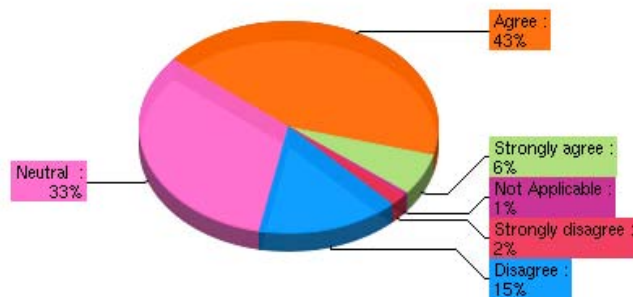
A larger association would translate to better bargaining power



Larger unions/associations are more member focused



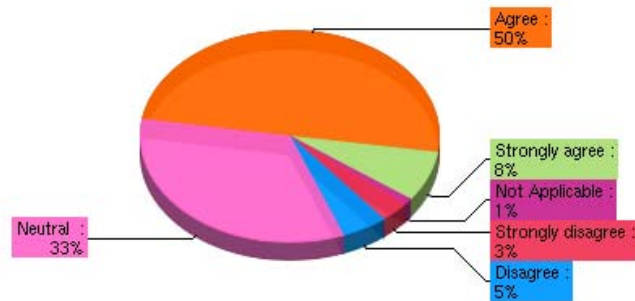
Larger unions/associations lose touch with members



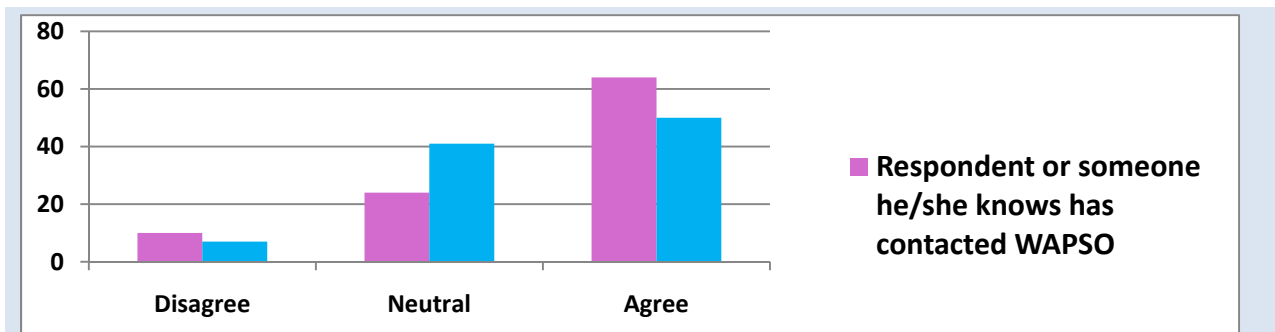
Opinions about WAPSO

Fewer than 10% of respondents disagree with the statement that WAPSO works for things they support. About 1/3 are neutral, with about 60% agreeing with the statement.

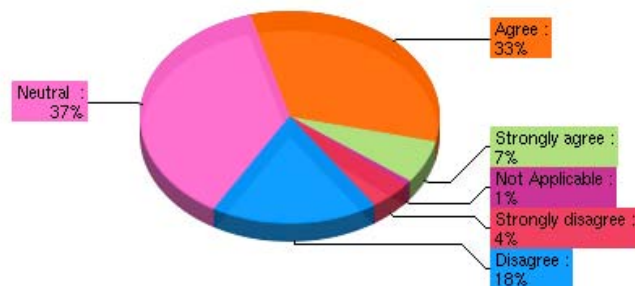
WAPSO Works for Things I Support



Those members who have, or know someone who has, are more apt to agree with the statement that WAPSO works for things they support.



I like that WAPSO is a small association



Important Job Aspects

Not surprisingly, and consistent with the 2004 survey findings, *Salary* and *Benefits* ranked among the 3 top choices. The third most frequently mentioned aspect of the job is Retention of the “WAPSO Week”.

In fourth place, *Opportunity to Balance Work and Personal Life* is interesting in that those respondents who chose it were much more likely to report that workloads have increased. About 85% of those who say they have seen an increase in workload chose this aspect of the job in their top three (versus only 14% who have seen no change or a decrease in workload).

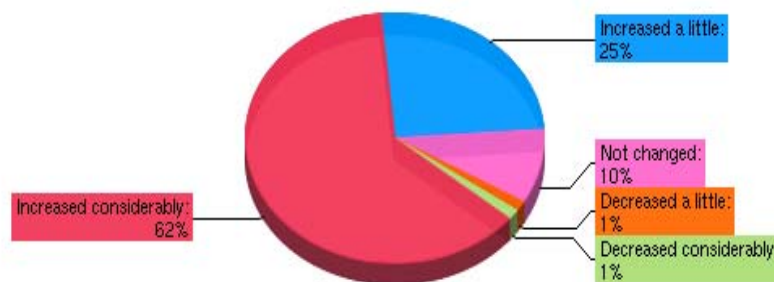
There were differences by years of service. Although the first and second most frequently selected variables were *Salary* and *Dental/Vision/Health Benefits*, interesting distinctions appeared with respect to the third most frequently selected among the different sub-populations based on years of service.

For those with either 0 to 5 or 6 to 15 years of service, *Retention of the WAPSO Week* ranked. For those with 16 to 25 years of service, the *Opportunity to Balance Work and Personal Life* counted. For respondents with more than 25 years of service *Severance Provisions* is important.

Workload

Nearly 90% of respondents believe that their workloads have increased over the past two years.

Over the past two years, my workload has:



Job Loyalty

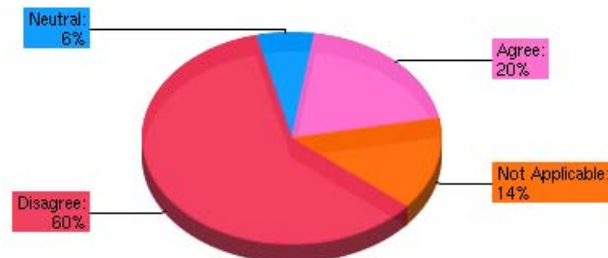
While 68% of respondents say that given a choice they plan to stay with the current employer until retirement, over 80% have applied for (about 30%) or have at least considered applying for other positions (about 57%).

Note: Those who actually have applied may have also answered in the affirmative to considering applying, which means that the total exceeds 80%.

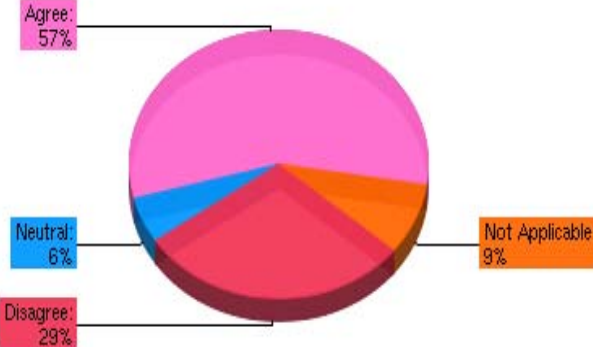
In the past year, I have applied for several positions external to the City of Winnipeg/Riverview



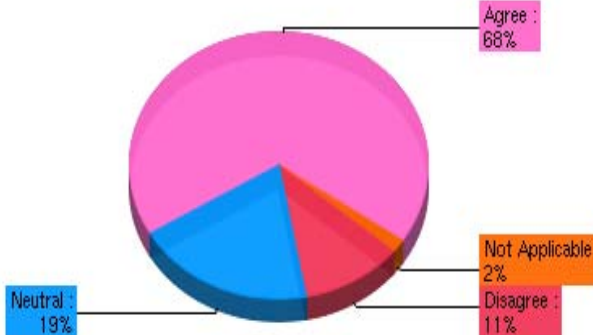
In the past year, I have applied for a position external to the City of Winnipeg/Riverview



In the past year, I have thought about applying for positions external to the City of Winnipeg/Riverview

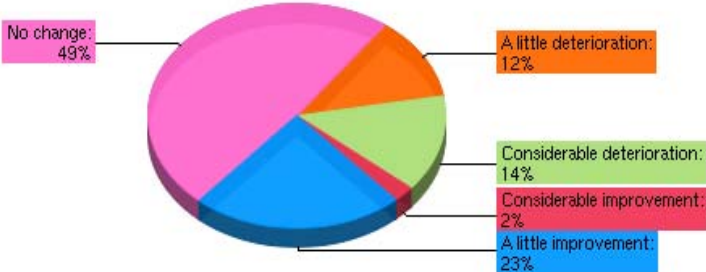


Given a choice, I plan to remain with my current employer till I retire

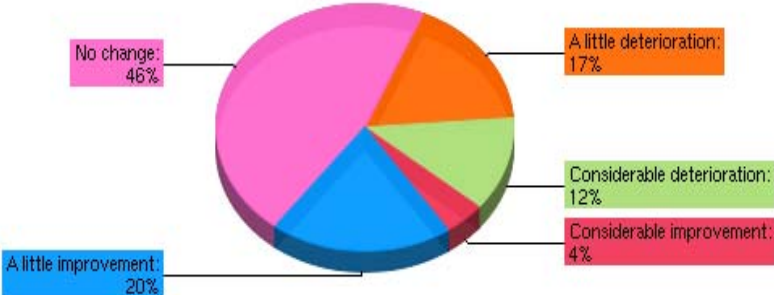


Perceptions of Change in the Workplace

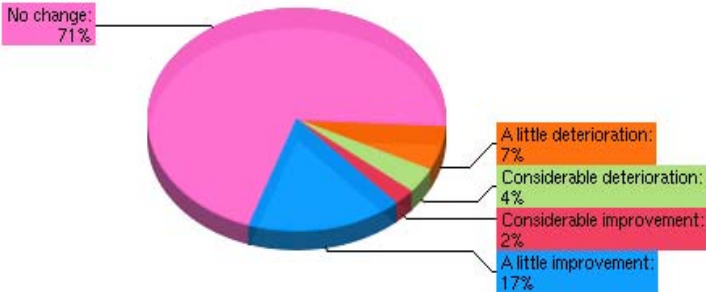
Over the past two years I have seen changes in: Access to professional development funds



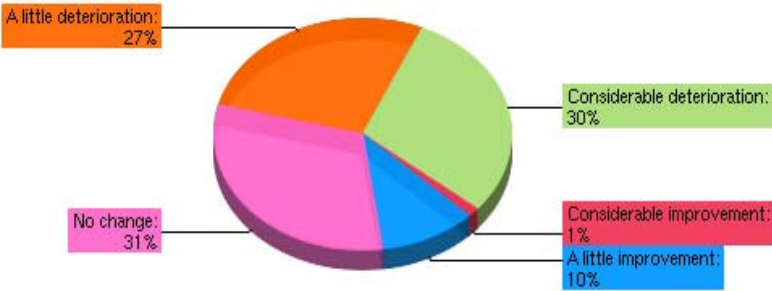
Over the past two years I have seen changes in: Respect in the workplace



Over the past two years I have seen changes in: Union/association leadership



Over the past two years I have seen changes in: Employer leadership



Over the past two years I have seen changes in: Staff morale

