



## Young Machinists Survey Report

Jan 27, 2015

Thank you to all of our members that participated by filling out a survey. We really appreciate the help that we received from our Airports, Tech-Ops and YOW Shop Committee offices, as well as many other members that assisted in distributing, handing out and collecting of this survey. Together, we were able to obtain a cross-section of our membership, collect their thoughts on some important issues, and moving forward, gain insight on how our Local Lodge should operate. Together, we collected 175 surveys, 153 paper and 22 web-based surveys. The survey was a way to give our members a voice, to be able to speak collectively about some of the issues affecting us. Our goal for the Young Machinists (YM) survey was to be able to use our members input to create change. We knew that by doing this, if it were possible to be able to initiate just one positive change, then the whole process would have been worthwhile.

All three levels of the IAMAW were involved in the creation of the survey. Four Local Lodge (LL) 2323 YM members came up with a list of questions and at that time we asked for our General Chairpersons (GC) from District Lodge (DL) 140, for advice to narrow the list down. The GC's put us in contact with the Strategic Resources department at our Grand Lodge (GL) Headquarters, located in Upper Marlboro, Maryland. The Strategic Resources department at GL printed and shipped the surveys, then recollected and scanned them for us. They also provided our LL2323 YM with a well-documented report, including all of the written responses from our members. Working together on this project allowed us to maximize the effectiveness of the survey. Thank you to DL140 and the GL Strategic Resources department for their help.

### **A Summary of the Questions and Answers:**

The majority of respondents were from Airports 47% and Tech-Ops 33%, we also had participants from Cabins, Cargo, and Clerical. The survey showed us that more engagement is needed in some of these areas. Also we need to do a better job of engaging our members in AOSS and TBH.

The survey showed us that our membership is divided on the issue of their satisfaction about being a union member. Most 52% were neutral or somewhat satisfied, with 38% dissatisfied or very dissatisfied. This shows us that more education is needed to our members to show the positive impacts union make on our society as a whole.

The survey showed us that our membership is dissatisfied to very dissatisfied with the job the LL is doing in representing them. 55% said they were not satisfied while only 19% said that they were satisfied or very satisfied. This shows us that changes need to be made to increase member satisfaction. Many suggestions were made that the LL representatives need to be more visible in the workplace, and also that communication is a big issue. Hopefully changes made through the process of completing this survey will assist us.

The survey showed us that our membership is very dissatisfied to dissatisfied with the level of concern their employee shows for its employees. 70% said they were upset about the issue, while not one member selected that they very satisfied. This shows us that we need to do better when it come to proactive work between the union and its companies to improve our workplaces. A reminder that improvements on the health and safety side of things can be made

by submitting a health and safety form, or at Air Canada, a SIMS report. Ramp side, there is a Workplace Improvement Committee, where you can make suggestions by emailing [rampyyzwic@aircanada.ca](mailto:rampyyzwic@aircanada.ca). It is also a good idea that when you bring up proactive suggestions to a manager that you follow it up with an email and include a union rep in your correspondence so that we might be able to give you assistance.

The survey showed us that the majority, 72% of our membership felt that the LL does not communicate effectively with its members. We understand that there are a lot of improvements that need to be made and we asked what the best ways to communicate to you would be. The top responses we received was; email, face to face discussion, union meetings, bulletin boards, town hall meetings, the [iamaw2323.ca](http://iamaw2323.ca) website, and also handouts and flyers. We will be working on making recommendations for a strategy based on your suggestions and written responses to improve the amount and the effectiveness of the communication to our membership.

The survey showed us that 50% of the members that responded could not remember or have never attended one of our monthly membership meetings. We received lots of comments about changes that could be made to improve the attendance. At this very moment we will make recommendations based on your responses but the meeting will continue for now on the first Tuesday of every month at 1900 hours. We will do our best to help communicate to the membership about the upcoming meetings and the topics that may be covered there. The meetings cannot be held online to maintain privacy of the information and conversations held during the meeting. A good way to find out about what took place at a meeting is to ask your shop steward, they are encouraged to attend as many as they are able to and we are sure they would have no problem passing on the information. The LL2323 YM will also be recommending that we hold a couple of mock union meetings to educate our members about parliamentary procedure, order of business, making a motion, etc. This would be a way to help our members feel comfortable attending and participating in our monthly membership meetings.

The survey showed us that many of our members show up to vote at our elections. The reasons why some members said they could not show up to vote is because; it is held at an inconvenient time or date, the vote is not held online, they live too far away, or have family obligations. We would like to remind our members that if they live 40kms away from the LL, or will be on a scheduled vacation during the time of a vote, you are encouraged to request an absentee ballot. The process has changed. The member must request a ballot not later than 30-days before the election from the Recording Secretary. This information can be found in our LL2323 bylaws Article IV Section 4. For those members commenting that voting could be held online, our bylaws, Article IV Section 5, as well as the IAM Constitution, Article III page 20, do not currently allow it.

The survey showed us that there is strong support 70%, for a Community Service Committee within our LL. 66% of our respondents said they would like to see our LL more active in community events. We had 91 members say that they would be interested in volunteering to help the LL and the Committee in some community service type of events. To start this committee we will be recommending an introduction of a bylaw. The process to do this can be found in Article I Section 3 (a, b, c, d). The new bylaw would be read out at one membership meeting and then after it is read out at a second membership meeting it would be voted on by the members that are present. If it is passed then the bylaw would be submitted to GL for

approval, as per Article I Section 3 (e). Once all of these steps are taken than the new bylaw would be adopted and this committee would be created!

The survey showed us that there is support for a youth group in our local. 93% said the there is not enough young members involved in our LL and 66% said that they would have benefited from having a youth group when they started working. Also 77% of respondents felt that it was beneficial to have younger members participate in the collective bargaining process. These numbers give us incentive to continue working towards an effective Young Machinists group and the creation of a youth committee. Currently there is a bylaw for a youth committee, Article XXIII Section 1. We are recommending an amendment to the wording to change the amount of members able to sit on the committee so that we can have proper representation of our membership within the workplace. The current bylaw states “the committee shall consist of (3) three members” the amendment would be “shall consist of no less than (3) members. This would have to go through the same process described above about the Community Service Committee. If all goes well with the amendment than we should be able to create a well functioning youth committee that will be able to engage and educate our young members.

When it comes to the written responses that our members provided us with, we received a lot of very positive feedback. Of course, we received negative comments too, and some valuable constructive criticism as well. One of our favourite comments that we would like to share with you was for the question of how to improve attendance at the membership meetings. The suggestion was to give out “free beer.” As much as we would love to recommend a bylaw to accommodate this, it would not be practical. However there is nothing stopping us from selecting a place to have a beer, a drink and a snack together in a social setting after the meeting is done. They end around 2100 so it would not be too late. Anyone know of a place with a wing special on Tuesday nights? On a more serious note, some responses showed us that we need to spread the word about the YM and what we are trying to accomplish. We are looking towards the future and making sure that our local is prepared. Educating our young members to be active in the union so that when our active senior members move on there are members ready to fill their shoes. This survey was created by our Young Machinists for all our members to participate and give us their views.

In conclusion, we felt that the survey was successful. We were able to capture a cross-section of the membership effectively and use the data collected to make recommendations as well as come up with this report. We hope that we will be able to create some positive changes that we will be able to see within our Local. Thanks again to all the members that helped us with this project, filled out a survey, and to DL140 and The Strategic Resources department of GL. If you would like to get involved in any of our future projects or be a member of our Youth Committee please feel free to contact any on of us.

In Solidarity.

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