

## **2012 PSAC Prairies Education Survey synopsis:**

The following is a general summary of the data received from the 2012 PSAC Prairies Education Survey.

### **110 members completed the survey:**

45% from Alberta      29% from Saskatchewan      26% from Manitoba

### **Elected union positions of survey respondents:**

31% were local officers      23% were stewards  
10% were Component national officers      5% area council representatives  
77% identified as members

### **Courses completed by survey respondents:**

- Talking Union Basics 50%
- Grievance Handling 48%
- Local Officers training 26%
- Duty to Accommodate 21%
- Convention preparation 21%
- \*\*\* 21% have not participated in any PSAC courses

### **Workplace issues:**

- job cuts 68%
- workload 60%
- conflict 46%
- bullying 43%
- disrespectful atmosphere 40%
- health and safety 29%
- harassment 28%

### **Union members want to learn more about:**

- workplace stress 55%
- dealing with management 54%
- the collective agreement 54%
- conflict resolution 46%

- What the Union does for me 41%
- workplace rights 39%
- collective bargaining process 34%
- facilitation skills 33%

**Stewards want training on:**

- preparing a good grievance file 62%
- workplace conflict resolution 61%
- recruiting union reps 61%
- representing in hearings 61%
- communicating with members 59%
- interpreting the Collective Agreement 59%
- advanced representation skills 58%
- understanding the Duty to Accommodate 56%

**Leaders want training on:**

- engaging membership 77%
- recruiting new union reps 65%
- new approaches to union meetings 61%
- communication skills 61%
- facing management 53%
- succession planning 48%
- building confidence 46%
- building locals / committees 44%
- building an inclusive union 44%
- facilitation skills for meetings 44%
- organizing workplace actions 43%

**Suggestions for an effective Regional Education Plan:**

- better scheduling (i.e. e-learning, evenings, during the work week on union leave, mindful of shift schedules)
- more locations (i.e. rural areas, e-learning, video conferencing)
- more awareness and support of Aboriginal culture, colonization, etc.
- communication within the Local
- mini-schools with on-site childcare; bring back the union school
- monthly e-mail updates on negotiations, etc.