



## *Participation Roundtable Survey Results February 2025*

Thank you to everyone who took the time to complete the short survey. Congratulations to Troy Hicks, Sante Giordano and Charlie Geary on winning the Participation Roundtable draw for a \$50 Best Buy gift certificate. Over 200 CUSW Members, family members, allies and employers completed the short survey. Please review the insights below:

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**Question 1: Which major centre would be best for you (and your family) to attend one of the 2025 Roundtables?**

### **Top 10 locations**

1. **Toronto / GTA (Greater Toronto Area)**
  - Includes references to specific Toronto venues (SkyDome, International Centre, Delta Toronto), Vaughan, Mississauga, and general GTA.
2. **London, Ontario**
3. **Durham Region (Oshawa, Pickering, Ajax, Bowmanville, Whitby)**
4. **Ottawa / Brockville / Arnprior**
5. **Niagara Region (Niagara Falls, Hamilton)**
6. **Bruce County / Kincardine / Port Elgin / Tiverton**
7. **Barrie**
8. **Sudbury**
9. **Kingston**
10. **Windsor / Essex**

### **Other Notable Locations**

- **Virtual Options:** Some respondents explicitly requested Zoom or virtual alternatives.
- **Thunder Bay**
- **Kitchener / Waterloo / Guelph**
- **Hamilton (separate from Niagara)**
- **Peterborough**
- **Calgary, AB**
- **Victoria / Nanaimo, BC**
- **Sarnia**
- **Saint John, NB**
- **Kenora**

### **Additional Insights**

- **Accessibility & Convenience:** A few responses emphasized the importance of **family-friendly**, easily **accessible** locations.
- **Flexibility:** Some indicated they are willing to attend any location if convenient.



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### **Question 2: What is the most pressing issue/concern facing you (and your family) in the coming years?**

#### **1. Cost of Living & Inflation**

- Concerns about rising expenses, affordability, and financial struggles.
- Inflation outpacing wages, making it harder to afford housing, food, and necessities.

#### **2. Job Security & Employment Stability**

- Fear of layoffs, lack of work opportunities, and employment uncertainty.
- Need for continuous work, steady employment, and reliable job prospects.

#### **3. Wages & Benefits**

- Stagnant wages not keeping up with inflation.
- Desire for fair compensation, improved benefits, and stronger bargaining for wage increases.

#### **4. Affordable Housing & Homeownership**

- Difficulty affording a home, rising housing costs, and homeownership barriers.
- Concerns about future generations being able to afford housing.

#### **5. Retirement & Pension Security**

- Worries about retirement preparedness and pension adequacy.
- Concerns for both personal retirement and future generations.

#### **6. Work-Life Balance & Family Support**

- Struggles with balancing long work hours, travel for work, and family life.
- Need for better maternity leave policies and support for working parents.

#### **7. Economic Stability & Industry Changes**

- Anxiety over economic downturns, tariffs, and industry shifts affecting job security.
- Concerns about the electrification of Canada and securing work in the power sector.

#### **8. Mental Health & Well-being**

- Increasing stress due to financial burdens, job uncertainty, and inflation.
- Concerns about children's mental health.

#### **9. Union Strength & Negotiations**

- Frustration with contract negotiations and union leadership effectiveness.
- Desire for stronger advocacy, fair treatment, and equitable agreements.

#### **10. Childcare & Education Costs**

- High daycare and education expenses, making it difficult to support families.
- Requests for union assistance in supporting members' children in higher education.



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### Other Notable Concerns

- Workplace Conditions & Travel Expenses
- Health Benefits & Coverage
- Tariffs & Industry Competition
- Climate Change & Environmental Impact
- Interest Rates & Mortgage Costs
- Aging Workforce & Job Security for Older Workers

### Key Takeaways

The top concerns of those who took the survey revolve around financial struggles, job security, and wages not keeping pace with inflation.

Housing affordability remains a major issue, particularly for younger Members and their families.

Many Members feel pressure from economic instability, industry changes, and union negotiations.

Mental health and work-life balance are growing concerns, reflecting the stress of financial and employment uncertainty.



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### **Question 3: What do you appreciate most about being part of the CUSW community?**

The overall theme of the responses was that CUSW has a strong sense of community and that our family-focused values stand out as key strengths.

Job security, fair representation, and having a voice in decision-making are highly valued by our Members though some expressed concerns about not being heard.

Members want CUSW to continue advocating for better wages, benefits, and career opportunities.

### **Top 10 things CUSW Community appreciates about OUR Union**

1. **Family-Oriented Culture**
  - Strong emphasis on family values, inclusion of families in events, and a welcoming atmosphere.
  - CUSW is described as feeling like a "family."
2. **Support System & Community**
  - Peer support, solidarity, and a strong sense of brotherhood/sisterhood.
  - Members feel they can rely on each other both on and off the job.
3. **Having a Voice & Self-Governance**
  - Members appreciate that their voices are heard and valued.
  - CUSW is seen as a democratic, member-driven union.
4. **Opportunities for Work & Career Growth**
  - Access to good employment opportunities.
  - Professional development, training, and job security.
5. **Inclusivity & Diversity**
  - Members value CUSW's commitment to equity, diversity, and treating everyone fairly.
6. **Benefits & Retirement Security**
  - Pension plans, RRSPs, and healthcare benefits are appreciated.
7. **Social Events & Networking**
  - Many enjoy the social functions and opportunities to build relationships.
8. **Safe & Fair Working Conditions**
  - Strong emphasis on workplace safety and fairness.
9. **Advocacy & Collective Bargaining Power**
  - Representation in negotiations, better contracts, and standing up to employers.
10. **Community Involvement & Social Impact**
  - Members value CUSW's contributions to community programs and social causes.



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### Other Notable Mentions

- **Union Identity & Solidarity**
- **Work-Life Balance & Flexibility**
- **Leadership & Governance**
- **Fair Wages**
- **Free Activities & Perks**
- **Canadian Identity**
- **Skepticism / Negative Feedback**