Legal Aid bargaining survey summary

Thank you to all the members who took the time to complete the bargaining survey and who reached out to the bargaining team with specific concerns. Your feedback is vital in helping us prepare to negotiate with our employer.

The survey confirmed that our membership is struggling to keep up with the rising cost of living. Over 90% of respondents expect to see protections to ensure that our wages do not fall behind inflation.

Job security was also top of mind for members, which is not surprising given the rate of organizational change at Legal Aid. Employees are looking for peace of mind should our employer end or significantly alter their positions.

Benefits are also a sore spot, especially since our benefits fall short compared to those for non-union employees, most notably when it comes to the Health/Wellness Spending Account identified by over 70% of respondents as an area that needs improvement.

Additionally, over 70% reported the need for more time away from work to promote mental health and work/life balance. On the survey, members shared concerns about the level of stress that our work entails and the need to be able to recuperate and recharge. Many also reported having difficulties getting approval for time off.

The majority of respondents identified concerns regarding employee monitoring, insufficient training, and unreasonable workload expectations as the top concerns creating stress at work.

Members also communicated a number of problems with the current work from home policies as another major area of concern, with the majority of respondents identifying the lack of financial support and the discontinuation of work from home as a punitive measure as the top concerns.

Members also told us that they were prepared to take action to support achieving these goals. Actions supported by the majority of respondents included signing petitions, talking to coworkers and voting in favour of a strike if the employer did not agree with our bargaining priorities.