

## RESULTS FROM DPE'S OCTOBER 2016 SURVEY OF PROFESSIONALS

### 10 INSIGHTS

- Professionals want a raise. A majority of professionals identified compensation as the aspect of their work they most want improved.
- In their current jobs, professionals were least happy with career advancement opportunities and having a voice in decisions that affect them.
- Professionals identified better pay, benefits, and work-life-balance as the most convincing reasons to have union representation.
- 88% of professionals believe having a contract that details wages, benefits, and rights on the job is a good idea. 56% supported representation by a labor union.
- A majority of professionals believe having a union would improve health and retirement benefits, job security, and wages.
- Professionals want an effective union that puts members first.
- Professionals prefer to belong to a union that is responsive to individual members, as opposed to one that is large and strong.
- Management putting the financial bottom line ahead of quality and service is the top issue faced by professionals on the job, followed closely by poor communication by management.
- Professionals feel undervalued.
- Top concerns expressed by professionals for having a union include too much involvement in politics, protection of poorly performing employees, and conflict with management.

### WOMEN

#### Union Advantage

Women were more likely to value unions for their ability to fight for & protect professionals & ensure fair treatment.

#### Improvements at Work

Women were more likely than men to identify better wages, voice on the job, & respect & fairness as top priorities.

#### Union at Work

Women were more likely than men to think having a union at work was a good idea, 62% vs. 50%.

#### Benefits a Priority

Women are more likely to support a union to improve health & retirement benefits.

### YOUNG WORKERS

#### Union Advantage

Young professionals were more likely to value unions for their ability to fight for & protect professionals

#### Improvements at Work

Young workers were more likely to identify wages, career advancement, & work-life balance as top priorities.

#### Union at Work

64% of 21-34 y/o thought having a union at work was a good idea vs 50% of those aged 50 & older.

#### Union Concerns

Most concerned that unions create conflict between employees & management.

### PUBLIC SECTOR

**Support for Union** - 72% of public sector professionals think it is a good idea to be represented by a union.

**Improvements at Work** - The public sector, more than any other sector, identified salaries and raises as the top priority for workplace improvement.

**Union Difference** - 63% of professionals thought union representation would improve pay in their workplace.

**Union Qualities** - Public sector professionals are more likely to value a union that speaks to local, state, and federal governments on their behalf.

**Union Concerns** - Dues are not worth what you get in return and unions protect poor performers.

A total of 1,004 professional and technical workers were surveyed in an Online survey by Hart Research Associates from September 30, 2016 to October 9, 2016. The respondents represented a cross-section of professional and technical employees who were not union members.