

# SHARE Contract Survey #2: What You Told Us About Respect at Work

always  
ESSENTIAL!



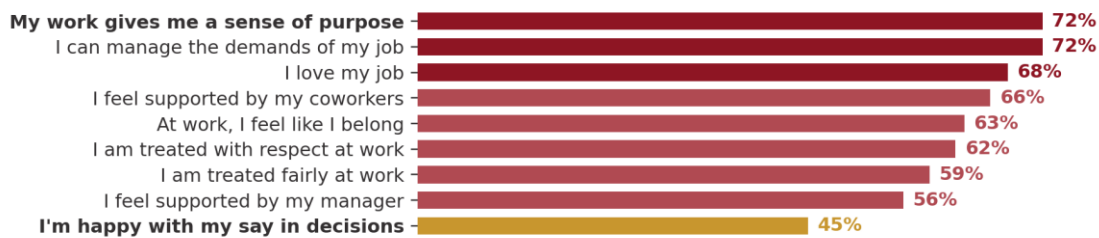
SHARE 2026 Contract Survey (2<sup>nd</sup> of 3): A report back to members

**Thank you.** This past spring, 1,456 of you answered our survey about respect and how it feels to work here. We asked about UBTs, discipline, your managers, and whether you plan to stay at UMass Memorial. You told us what you love, what's difficult, and what you want in our next contract. Here is what we heard — in your numbers and your own words.

## You love the work you do, but you want more of a voice in decisions

The highest scores in the whole survey were about the work itself. Almost 3 out of 4 of you find real purpose in your job. Most of you feel supported by the people beside you.

**The lowest score was about having a voice.** Only 45% of you are happy with how much say you have in choices that affect your work. Many of you wrote about good ideas that never went anywhere.



% of members who agree or strongly agree; not counting those who chose neutral, disagree or strongly disagree.

## What keeps SHARE members here — and what makes us want to leave?

Health insurance and retirement keep SHARE members here most. Pay is the number one reason members think about leaving, with respect and staffing coming next.

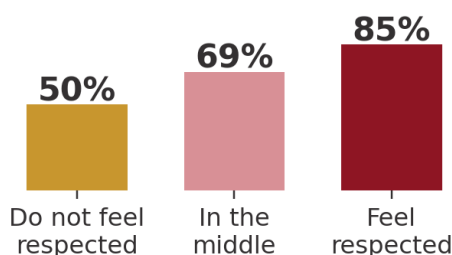


## SHARE members who feel respected are more likely to stay at UMass Memorial

62% of you feel respected at work. That means about 1 in 7 of us do not. Respect depends a lot on where you work. In some departments 78% feel respected. In others, only 34% do.

Members who feel respected are far more likely to plan to stay for 3 years.

Yes, I would like to be working at UMass Memorial 3 years from now.



## Going to UBT meetings gives SHARE members a voice

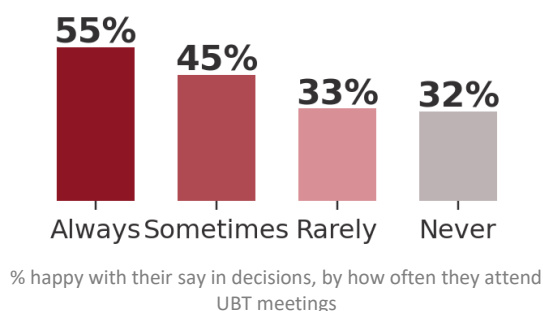
Members who go to UBT meetings feel better about work than members who never go. The biggest difference is having a say.

*"Before we had a UBT there was a lot of friction in the office. Now that we work them out weekly it helps a lot with communication."*

Many of you want to go but cannot get the time.

*"UBT meetings are scheduled during lunch time which makes it difficult to attend."*

I am happy with how much input I have in decisions about my work.



## Supervisors and managers matter for SHARE member well-being



Members who rate their manager highly are much more likely to answer positively on all the well-being questions (such as "I love my job," "My work gives me a sense of purpose," etc.).

## Disciplinary meetings: SHARE members don't feel heard

About 3 in 10 of you say that you have been called into a meeting about your work performance, privacy or attendance. These meetings need improvement: Fewer than half felt truly heard (47%) in their meeting, and even fewer (43%) thought the meeting helped them do a better job.

### What SHARE will work for in this contract

- 1. Respect and a real say in your work.** Too many SHARE members don't feel respected at work, and having a say was the lowest score in the survey (45%). **Learn from the departments that get it right:** SHARE and UMass Memorial should together study what the best ones do, and spread it.
- 2. Push on pay:** It's the top reason members think about leaving UMass Memorial.
- 3. Protect what keeps us here:** Health insurance and retirement are the top reasons members stay.
- 4. UBTs work – spread UBTs and more members should be able to take part in UBT meetings.** Everyone should get a seat at the table.
- 5. Meetings about your work performance that actually help.** SHARE will bring your experiences to the bargaining table, and work on the question: Is there a better way to do disciplinary meetings?

## What you can do to help with negotiations

**Talk with your SHARE rep.** Tell them what matters most to you before we sit down at the table. Your voice is what we bring with us.

**Watch for updates.** We will keep you posted about negotiations, and let you know when it counts most to stand together.

**Thank you for telling us your truth about your experience at work, to help SHARE get ready for negotiations. SHARE members' work is always essential!**