



SHARE Member Negotiations Surveys 2022: A Few Highlights

May 2022

SHARE members filled out 4 surveys to help get us ready for contract negotiations – Retention: Why People Stay or Leave UMass Memorial, Career Opportunities, Benefits, and Money/COVID/Priorities. All together, SHARE members filled out over 4000 surveys! Here are some early results.

The Top Priority Overall is Pay:

Pay is very clearly the top priority for SHARE members in these upcoming negotiations. 58% of SHARE members ranked pay #1 on a priority list.

80% of SHARE members disagree with the statement: “I am satisfied with my pay.” (Fewer SHARE members, 43%, are dissatisfied with their total compensation package, pay plus benefits.)

While UMass Memorial used to pay better than a lot of places, half of SHARE members now disagree with the statement “I am paid about the same at UMass Memorial compared to what other employers in the area pay people for my job.”



Priorities for SHARE Members' Day to Day Experience: Respect

When asked what's most important for improving their day-to-day experience at work, SHARE members were most likely to choose respect and how their department treats people. Adding more Unit-Based Teams is one way we can work to improve respect for more SHARE members.

Career Opportunities: Need for Improvement

Many SHARE members (62%) say yes or maybe when asked if they want to learn something new to do a different job at UMass Memorial. Only 25% of that group say they know where to go to get help figuring out their career path. We hope to make progress on career opportunities in contract negotiations.

Benefits: We Love our Health Insurance

SHARE members say our health insurance is better than other employers', and they agree that both the coverage and the cost are good. Holding onto our health insurance benefits is a high priority.

The COVID: Pride and Burn-out

Most SHARE members are proud of the healthcare delivered at UMass Memorial during COVID. Most agree that in their department, they work well together as a team. But working through COVID has taken its toll on SHARE members: More people think they are suffering from burn out now (47%) than before COVID (24%). Appreciation: 18% of SHARE members say they feel appreciated for their work and what they've been through during COVID, 40% say it's mixed, and 38% say they don't feel appreciated.



Don't forget to take the hospital caregiver engagement survey – it's confidential, and the results can make a real difference.