



**CONGRESSIONAL
PROGRESSIVE
STAFF ASSOCIATION**

Briefing: Congressional Working Conditions Survey

Contact us: CPSA.Info@mail.house.gov

Introductions

- Everyone who will be facilitating a section on the agenda goes around and introduces themselves. Name, pronouns, what they do/have worked on in CPSA so far.



Agenda

- CPSA Survey Results
 - Quick summary of why CPSA created the survey to begin with, what sparked the idea
 - Presentation of results
 - Key takeaways from CPSA steering committee
 - Open up the chat—what are your initial thoughts? Give people a moment to think and share
- What's Next for CPSA
- Full Membership Input
- Open Floor Chat and Questions



Survey Results: Financial Strain

- **47%** of respondents reported that they find themselves struggling to pay bills or make ends meet. This statistic was higher among non-management staff, reporting 50% struggling to pay bills compared to only 36% of management staff.
- **Over a quarter, 27%**, of non-management staff, 109 participants, reported not having at least one month's rent in savings in case of emergency.
- **39%** of all respondents reported that they currently or previously have taken out debt to make ends meet.
- **31%** of non-management staff reported they have had a second job to supplement their income. 30% of non-management staff reported that the demand of working hours in their current role don't allow them to have a second job.



Survey Results: Compensation Slide 1 of 2

- **In total, 68% percent**, 352 participants, answered that they are not satisfied with their current level of compensation. Isolating for non-management staff, 74% of participants reported they are unsatisfied with their pay, compared to only 49% of management staff.
- **54% of respondents** reported having asked for a raise. Non-management staff are nearly 50% more likely to have their request for a raise rejected than management staff. Nearly 60% of non-management staff who reported having asked for a raise, have had a raised rejected. That's compared to only 43% of management having had their request for a rejected.



Survey Results: Compensation Slide 2 of 2

- **Only 50%** of non-management staff feel comfortable asking for a raise. 74% of management feels comfortable asking for a raise. In total only 55% of staff feel comfortable asking for a raise.
- **68%** of respondents reported not understanding their office's policy around granting raise or bonuses. 74% of non-management staff reported not understanding their office's policy around grant raises or bonuses.



Survey Results: Work Hours

- **59%** of respondents reported working more than 50 hours a week—including **54% of non management staff**. 17% reported working 60 hours or more a week. 91% of respondents reported working on weeknights after the office has closed and/or on weekends. 90% of non-management staff reported working after business hours and weekends, compared to 97% of management staff.



Survey Results: COVID Safety

- **25%** of respondents reported being required to work in person during the pandemic prior to the availability of COVID-19 vaccines.
- **37%** of respondents are dissatisfied with their office's telework policy, and 35% of respondents feel like they don't have a meaningful voice in setting their office's COVID-19 policy.



Survey Results: Sick Leave & Paid Time Off

- **48%** of respondents have felt compelled or pressured to work, either in person or remotely, while they were sick or taking paid time off.



Survey Results: Mental Health & Disability Justice

- **34%** of respondents who have a disability and/or mental illness don't feel their accessibility needs are met in their office.



Survey Results: Work Environment

- **23%** of respondents reported feeling unsafe or uncomfortable because of their identity while working in Congress.
- **85%** of respondents believe Congress is a toxic work environment, with 86% of non-management staff reporting its toxic compared to 80% of management staff.



Survey Results: Workplace Rights & Protections

- **93%** of non-management staff would like to see more protections to give them a voice at work. 91% of all respondents, including management staff, would like to see more protections to give them a voice at work.



Survey Results: Open up for discussion

- Please use 'stack' in the zoom chat or ask your question anonymously



Survey Results: Key Takeaways

- Follow-up surveys and lessons learned
- Different experiences between management staff and non-management staff
- The data verify and validate what we already know about our own workplaces
- How do we make our workplace work for us?



What's next for CPSPA

- Recap of events (Happy hours, labor month, Shenandoah)
- Book Club & Policy Working Groups
- Misc
- Bylaws & Elections



Full Membership Input

We want to know why you're here and what you're hoping to get out of being a part of the CPSA! So time for some zoom quizzes. Also, if you have an answer that's not an option but you want to share, please put it in the chat!



Open Floor (stay and chat)



Follow up with us!

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