

10/17/24 6:50 PM

# UFO achieves historically highest voting participation with NemoVote

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In 2024, [UFO e.V.](#) - Cabin Crew Union in Germany - conducted a strike ballot on industrial action. With five digit number of voters, UFO achieved the highest turnout in its history for an election. We asked UFO how they managed to reach this milestone and how NemoVote contributed to it.

## An interview with UFO e.V. (Independent Flight Attendants Organization) about their strike ballot with NemoVote



### Can you briefly introduce your organization, its goals, and its members?

UFO is the professional union for flight attendants and represents the professional and wage-related interests of more than 30,000 cabin crew members across Germany.

### In what context was the strike ballot among your members necessary, and how did you come up with the idea of conducting it digitally?

We have open wage agreements in place with Lufthansa and Lufthansa Cityline flight operations. Despite months of negotiations, the offers from the employers were insufficient to compensate for the inflationary losses experienced by our colleagues and to secure fair wages. After the negotiations failed, our statutes call for a strike ballot in the event of a potentially prolonged labor dispute, which is to be conducted digitally. This is especially important due to the constantly changing locations of our members.

### What were the key features or advantages that convinced you to choose NemoVote over other providers?

We had several providers present their products to us, and while their core functions were relatively similar, what ultimately convinced us about NemoVote was the very balanced price-performance ratio and the personal contact. NemoVote consists of a young, dynamic team that responded to all of our needs and offered us tailored voting solutions that met our desire for simple, transparent, and externally monitored voting.

### Can you describe the process of setting up the survey with NemoVote? How did the NemoVote team support you in preparing the vote?

The setup was straightforward; we provided the key details of the vote and the voter lists to NemoVote and, within a very short time, had a customized election project ready on our personalized voting page. Upon our request, NemoVote also handled the entire distribution of access credentials.

### Did you receive notable feedback or comments from members regarding the digital voting process and the user-friendliness of the software?

Our members had a very positive experience, especially appreciating that any login issues due to incorrect data were resolved very quickly. Additionally, the easy access from anywhere in the world with an internet connection was frequently mentioned.

### You achieved an overwhelming turnout and approval rate. What strategies did you use to encourage such high member participation?

We regularly sent reminders via newsletters and social media but were ourselves surprised by the historically highest voter turnout. This speaks, on the one hand, to our members' dissatisfaction with the employer's behavior. However, we also believe that the simple voting process and quick support contributed to this gratifyingly high participation.

### What impact did the use of NemoVote have on the decision-making process within your organization, and do you plan to use digital voting for UFO in the future?

We are pleased to have found a partner in NemoVote that suits us, and we are aiming for a long-term collaboration. For us as a political organization, there is a clear advantage in having elections and votes conducted by an independent expert

### Are there any features or improvements you would like to see in NemoVote based on your experience?

NemoVote has already offered to simplify the login process further so that members can log in directly with their membership credentials, simplifying the process by one more step.

### How would you describe your overall satisfaction with NemoVote and the support you received during the voting process?

**We couldn't have wished for better support and are very satisfied.**

Sylvia De La Cruz, Head of Project Management and HR Development, UFO e.V.

### What advice would you give to other organizations considering conducting online surveys or elections?

For us, ease of use, fast support, and cost were important criteria. We recommend identifying these needs carefully and evaluating the offerings accordingly. We found that several providers can conduct online voting securely, so in the end, it comes down to the small details and whether the chemistry is right.

### Do you have any final thoughts or comments about your experience with NemoVote and its impact on your organization?

As mentioned above, the decision to work with an external partner, and specifically with NemoVote, was absolutely right for us. We are also very happy to support a growing startup on its journey.

Case Study, Union, Online Election, General Assembly