

4 Count Me In!

Winning a fair contract takes hard work and strong membership. Members should be ready to stand with our Bargaining Team when needed to show we are united in obtaining a fair contract.

Count on me to:

- ☐ Wear a Union sticker or button.
- ☐ Distribute flyers and talk to my co-workers about negotiations.
- ☐ Participate in worksite actions to support our Bargaining Team and our priorities.

Return Survey by April 1.



Please return survey to a Bargaining Team member or Steward.
Or you may fax it to (626) 395-7538
Questions? Contact our
Union Representative, Tony Popovic,
at (213) 247-4584

2014

Providence St. Joseph BARGAINING SURVEY SEIU Local 121RN

Our Bargaining Team



L-R: Nick Poole, 6NE; Cindy Triola, ICU; Joyce Powell, ED; Kevin Mac Vane, Short Stay.



Tracy Andrews, 4N, (2nd from left) is a new Bargaining Team member and Chapter President.

This survey will help us determine our priorities at the bargaining table with hospital management. Completing this survey is the only way we will know what improvements to focus on. Fill it out today!

Name_____

Home address_____

City_____ZIP_____

Unit_____Shift_____

Email_____

Home phone_____

Cell phone_____

May we send occasional text messages to your cell?

☐ YES ☐ NO

121RN will not charge a fee for this, but your carrier may charge message/data rates depending on your cellular plan.

1 Wages & Benefits

Rank the following in order of priority with 1 being the most important and 14 being the least important.

- ____ Wage increases for everyone.
- ____ We need more steps in the wage scale to recognize higher seniority.
- ____ Improvements to our healthcare insurance.
- ____ The hospital's contribution to our retirement should increase.
- ____ Our vacation / time off policies need improvement.
- ____ Nurses should review and provide feedback on patient-related policies before they are implemented.
- ____ We need relief nurses for breaks and meal periods.
- ____ Restore our PTO, FTE.
- ____ Improvements to Flexing language.
- ____ Improvements to Floating language.
- ____ Preservation of our 6/2 plan.
- ____ Improvements to differentials (preceptor, charge, etc.)
- ____ Policies for safety at work need improvement.
- ____ Improvements to our Clinical Ladder program

2 Staffing & Workload

Are staffing levels adequate in your unit or department to ensure quality patient care?

☐ YES ☐ NO

In the last year, approximately how many RNs have left employment with this hospital? (Mark with an X)

☐ 1-10 ☐ 11-20 ☐ More than 20

How important is it to you to see staffing improved in your unit or department?

Extremely important ☐ Not important ☐ Somewhat important ☐

About how many times per month do you miss meals and breaks because there isn't anyone to relieve you? _____

Do you receive "penalty pay" when you miss meals and breaks?

☐ YES ☐ NO ☐ SOMETIMES

Do you ever feel pressured to work off the clock?

- ☐ YES, the hospital is aware that I work off the clock.
- ☐ YES, the hospital doesn't care how I get my work done, as long as it's done.
- ☐ YES, I believe I'll get in trouble if I incur overtime to finish my work (charting, etc.)
- ☐ NO, staffing levels are adequate and there's enough time in my shift to complete my work.

3 Other Priorities

Is there anything else that's particularly important to you that was not covered by one of the questions in this survey? Please explain.
