

2015

Northridge Hospital Medical Center
BARGAINING SURVEY
SEIU Local 121RN

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 February 23.



Please return survey to a Bargaining Team member or Steward.
Or you may fax it to (626) 395-7538
Questions? Contact our
Union Representative, Mimi Holt, RN, at
(213)247-4589 or holtm@seiu121rn.org

Our Bargaining Team



Left to right: Jaime Deloera, 4G; Kim Bingaman, PICU; Gayle Batiste, OR; Rico Magsino, 3G; and Jennifer Solovay, ICU.

Alternates: Sherice Smith, OB, Catherine Kaiser Reeves, NICU

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, Policies

Although there are many priorities to address during bargaining, please rank the top five (5) in order of importance (1 being highest importance)

- ___ Wage increases for everyone.
- ___ We need more steps in the wage scale to recognize higher seniority.
- ___ Protecting our healthcare insurance.
- ___ Our vacation / time off policies need improvement.
- ___ We need relief nurses for breaks and meal periods.
- ___ Improvements to Flexing language.
- ___ Improvements to Floating language.
- ___ Improvements to differentials (preceptor, charge, on-call, etc.)
- ___ Policies for safety at work need improvement.
- ___ Improvements to our Clinical Ladder program
- ___ Easier access to Extended Sick Leave (ESL)
- ___ Improve and make PTO cash-out program more flexible

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
-

Are patient acuities considered when assignments are given?

- YES NO SOMETIMES

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.

Are you aware that, per labor law, management has to provide 10-minute breaks for every four hours worked?

- YES NO

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.
