



Northridge Hospital Bargaining Survey

December 2011

Please return to a steward or to Mimi no later than Thursday January 19th, 2012

Fax: 818-760-8039

Mail:

SEIU Local 121RN

4th Floor

4146 Lankershim Blvd

North Hollywood, CA 91602

attn: Mimi

Wages

1. A fair salary increase for 2012 would be _____%.
2. Regarding the current wage scale, the **biggest** problem is (check only one):
 - a. Need additional steps at top because of max out.
 - b. Amount of time that it takes to move from bottom to top of schedule is too long.
 - c. My current pay step is not reflective of my nursing experience.
 - d. Other _____
 - e. There are no problems with the wage scale

Benefits

1. a. Which health insurance plan are you enrolled in, if any?

 - b. How would you rate the quality of the plan?
 Excellent Good
 Fair Poor
 - c. How would you improve the plan?
 Decrease premiums
 Decrease co-pays
 Broaden Coverage to include _____
 Reduce maximum out-of-pocket expense
 Add more participating providers
 Other (Specify) _____
2. Are you enrolled in the dental plan?
 - a. Yes
 - b. No
 - c. How would you rate the plan?
 Excellent Good
 Fair Poor
3. How would you improve the plan?
 Increase coverage for restorative services (fillings, root canals, etc.)
 Increase annual limit
 Improve orthodontic coverage
 Decrease deductibles
 Other (Specify) _____
4. Do you participate in the vision care program?
 - a. Yes
 - b. No
 - c. How would you improve the plan?
 - i. Eliminate out-of-pocket expense
 - ii. Increase limits on payments for exams, glasses, and contacts
5. Are you aware that there is a defined benefit pension plan at CHW called the GDP plan which guarantees you a monthly retirement benefit based on years of service and hours worked?
 - a. Yes
 - b. No

- c. How important is it to you that we maintain our defined benefit pension/GDP plan?
 Very Important Somewhat Important
 Not Important
6. Do you participate in CHW's 403(b) Supplement Retirement plan?
 Yes No
7. How would you rate CHW's 403(b) Supplement Retirement plan?
 Excellent Good
 Fair Poor
8. Are you aware that there is a retiree health program at CHW?
a. Yes
b. No
- c. How important is it to you that we maintain this retiree health program?
 Very Important Somewhat Important
 Not Important
9. How would you improve your retirement benefits?
 Improve on our pension plan that provides a guaranteed payment after retirement based on age and years of service.
 Increase the employer's contribution to 401K.
 Improve on our retiree healthcare plan
 Other _____
10. Are there other employee benefits that need to be added (Specify)?

Staffing and Workload

1. Which best describes your work area?
a. There are usually too many nurses
b. Staffing is usually adequate
c. We are usually short staffed
d. We are often so short staffed that it is dangerous to nurses or patients
2. Compared to this time last year, patient-nurse staffing ratio
a. Is about the same c. Is a little worse
b. Is a little better d. Is significantly worse
c. Is significantly better
3. Compared to this time last year, acuity
a. Is about the same c. Is a little higher
b. Is a little lower d. Is about the same
4. Are there times when you don't get your rest or meal breaks because of short staffing? Yes No
If yes, how often?
a. Once per pay period c. 4 or more times per pay period
b. 2-3 times per pay period d. Infrequently, once a month

5. Do you get paid for missed rest or meal breaks?
 Yes No

6. If you do not get paid for missed breaks, why not?
 - a. Charge nurse denies it
 - b. I don't put in for it
 - c. I work through my breaks to avoid incurring incremental overtime and the write-up that accompanies it.
 - d. I clock out and keep working
 - e. Other _____

7. In my department/unit compared to last year there has been a significant increase in the use of (check all that apply):
 - a. Overtime
 - b. Agency RN's
 - c. No change
 - d. Travelers
 - e. Per diem/float nurses

8. When my department/unit is short staffed it is addressed by (check all that apply):
 - a. Voluntary overtime
 - b. Mandatory overtime
 - c. Agency RN's
 - d. Using Per diem/float nurses
 - e. Is not addressed satisfactorily

9. The most important benefits to me of improved staffing are: (Please rank 1- most important to 8- least important)
 - a. Provide better patient care and uphold standards of excellence
 - b. Less overtime necessary or mandated
 - c. More time off
 - d. The opportunity to use personal leave when needed
 - e. Stress reduction
 - f. Reduced risk of injury
 - g. Fewer incidents that might put my license in jeopardy

10. Does your unit use travelers for filling staffing needs instead of offering overtime to RN's?
 Yes No Mandatory Overtime

11. In scheduling holidays, do the nurses in your department with the most skills tend to have a harder or easier time getting their requested days off?"\
 Yes No

Overtime

1. Check all that apply:
 - a. Nurses in my unit/department are sometimes required to work overtime
 - b. Nurses in my unit/department are "strongly encouraged" to work overtime
 - c. Nurses in my unit/department are "strongly discouraged" from working overtime
 - d. If nurses in my unit/department did not work overtime, there would not be enough staff to keep the unit/department open to capacity
 - e. I have worked past my shift without putting in for overtime pay
 - f. I know coworkers who work past their shift without putting in for overtime pay

2. How is overtime assigned:
 - a. Scheduled monthly on a rotational basis
 - b. By seniority
 - c. Not scheduled, but assigned after schedule is posted
 - d. Volunteer only
 - e. Other _____

Shifts

1. Regarding your current shift,
 - a. I am generally happy with my current shift
 - b. I am generally unhappy with my current shift because:
 - i. I'm on nights and want days, etc.
 - ii. Want different length of shift:

 8 hrs instead of 12 12 hrs instead of 8
 - iii. Want more flexibility, different hours or different days
 - iv. Other _____
2. If you could select any shift other than your current one, which would it be?
 - a. 10 hours
 - b. 12 hours
 - c. Only 3 days
 - d. 8 hours
 - e. 12's and 8's
3. My current shift is:
 - a. 10 hours
 - b. 12 hours
 - c. Only 3 days
 - d. 8 hours
 - e. 12's and 8's

Floating

For nurses who are not in the float pool:

1. In the past six months I have been assigned to float to another unit:
 - a. Never
 - b. Once or twice
 - c. As many as 10 times
 - d. More than 10 times
2. Northridge maintains that no RN is floated to another unit until she/he is adequately oriented/cross trained. Is this practice followed in your unit? _____

 Yes No Don't know
3. Has an RN in your unit/department ever been required to float to another unit while a traveling RN is assigned to fill their spot or overtime is granted to fill her/his spot? _____

 Yes No

On-Call/Call Back

1. I am "on-call":
 - a. Constantly/nearly all the time (2 or more shifts per week)
 - b. Regularly (at least 1 shift per pay period)
 - c. Sometimes (1 shift every month or two)
 - d. Never
2. Check all that apply:
 - a. I volunteer for on-call
 - b. I'm assigned on-call on a fair, rotational basis

- c. I'm assigned on-call on an unfair basis. Please describe _____
 - d. On-call is scheduled at the same time as my monthly schedule
 - e. On-call is assigned with little notice
3. When I am on-call (check all that apply):
- a. I nearly always am called in to work
 - b. I am often called in to work
 - c. I am seldom called in to work
 - d. I am seldom called in to work, but I am frequently called to problem solve.
 - e. The hospital finds a way to cancel me and then offer me work at straight time.
4. I receive on-call pay for each on-call shift Yes No
5. When called in I am being used to cover for short staffing:
- a. Regularly
 - b. Sometimes
 - c. Seldom
 - d. Never
 - e. I don't know

Health & Safety

1. The health & safety conditions of your work environment are generally:
- a. Excellent
 - b. Good
 - c. Adequate
 - d. Marginal
 - e. Poor
2. Check all the following that concern you about your workplace safety:
- a. I am not worried
 - b. The potential for physical injury concerns me
 - c. Blood borne/airborne disease exposure concerns me
 - d. The potential for physical assault concerns me
 - e. Radiation/chemical exposure concerns me
 - f. Stress level concerns me
 - g. Parking garage security concerns me
 - h. Other health/safety factors that concern me:

Promotions/Career Development

1. Do you think that the current tuition reimbursement of \$3000 is sufficient or should be increased to keep up with the rising cost of education?
- a. Yes
 - b. No
2. Regarding this issue, please check all that apply:
- a. I am currently in school working on my _____.
 - b. I would go to school for _____ degree if the tuition reimbursement increased.
 - c. Tuition reimbursement should be increased to \$_____per year.
3. Full time RN's are entitled paid time off (CET) to complete education units to maintain registration, licensure or certification. The 32 hours for paid time off is: _____ enough time off _____ not enough time off.
4. The \$1/hour Preceptor pay differential is _____ about right _____ too low

5. What are the obstacles that prevent or hinder you from learning new skills or a new nursing "area"?
 - a. It seems like nurses who take on more skills aren't granted flexibility with their scheduling
 - b. The opportunities to learn new skills don't seem to be available
 - c. It doesn't seem worth the trouble or effort
 - d. Fear of failure
 - e. Classes or mentorship not long enough or thorough enough to ensure a level of success.

 6. Participation in the hospital's Clinical Ladder Program is
 - a. Very important to me
 - b. Important to me
 - c. Unimportant to me

 7. Are current qualification and eligibility requirements for participation in the Clinical Ladder Program appropriate?
 - a. Yes
 - b. No
 If no, how should they be changed? _____
-

For In-House Registry Nurses:

1. How many different departments are you required to function in safely?

 2. Who is responsible for keeping you current regarding new equipment and/policies?
 - a. I am
 - b. The receiving department is
 - c. The IHR department is
 - d. Other _____

 3. Does IHR use computer self-scheduling?
 - a. Yes
 - b. No

 4. What aspects of the IHR program could be made better?
 - a. More timely updates
 - b. Differential for ability to float to more departments?
 - c. Better communications between IHR and the departments?
 - d. Other/comments: _____
-

For Case Management Nurses

1. Are ergonomics an issue for you?
 - a. Yes
 - b. No

2. Do you know case managers who work with pain?

- a. Yes
- b. No

What kinds of injuries have left them working with pain? _____

3. What kind of remediation or special equipment would help? _____

4. Is weekend or holiday scheduling an issue for you? In what ways could weekend or holiday scheduling be improved for Case Management? _____

For Per Diem Nurses

1. Regarding hours of work and status (check all that apply):
 - a. I am routinely scheduled for the number of shifts I request.
 - b. I am often scheduled for fewer shifts than I request.
 - c. I am generally scheduled to work full time, but I want to remain a per diem nurse.
 - d. My scheduled shift is often cancelled:
 - i. 2 hours before the shift
 - ii. 3-12 hours before the shift
 - iii. 1 day before the shift
 - iv. more than 1 day before my shift

For Part Time and Per Diem Nurses

I work part time or per diem but I would like to be a full-time nurse.

Contract Priorities

1. Please rank the items in order of importance to you, #1 being most important, and # 15 being the least.
 - a. Wage increase
 - b. Additional salary steps
 - c. Adjust salaries for years of nursing experience
 - d. Improved benefit levels
 - e. Improved retirement plan
 - f. Improved Staffing Ratios
 - g. More flexibility on shifts
 - h. Increased education leave/tuition reimbursement
 - i. Restrictions on floating

- j. Fewer years to reach top step
- k. Increased Clinical Ladder bonus
- l. Safer workplace
- m. Increased call back pay
- n. Increased Preceptor pay
- o. Increased night differential pay; provide weekend differential pay

Tell Us About Yourself

Name: _____ Hospital _____

Address: _____

Cell phone: _____ e-mail: _____

Job Title _____ Department/Unit _____

Number of years that you have worked at Northridge:

- a. 1 year or less
- b. 2-5 years
- c. 6-10 years
- d. 11-20 years
- e. 20 or more years

Number of years in nursing:

- a. 1 year or less
- b. 2-5 years
- c. 6-10 years
- d. 11-20 years
- e. 20 or more years

Education/Degrees (check all that apply)

- a. AA Degree
- b. BSN
- c. MSN
- c. Other
- h. I am currently in school to obtain a _____ degree.

Support and Action Commitment

- Yes, I am willing to help get a good contract for CHW nurses. I can help by:
- Distributing literature
- Attending Union meetings
- Organizing meetings with my co-workers
- Training to become a 121RN Steward
- Meet with elected officials and media to press our case for a fair contract
- Nominate Self or co-worker for bargaining team see attached Nomination form

Additional Comments:
