

## 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 (805) 482-4655  
**Questions?** Contact our  
Union Representative, Chris Slane, RN, at  
(805)279-1198 or slane@seiu121rn.org

# 2015

## St. John's Pleasant Valley Hospital BARGAINING SURVEY SEIU Local 121RN

### Our Bargaining Team



Don Hadland, Emergency Dept, and Cynthia Wetzels, ACU.  
*Alternate: Coy Flores, ACU*

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 Illness Reserve (EIR)

## 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 taken into consideration 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.*

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