

### 3 Health & Safety

Provide a brief description of hazards and unsafe working conditions. For example: full sharp containers, failure to provide safe patient handling equipment, patient handling injuries, failure to provide PPE, workplace violence incidents, etc.

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Have any employees been injured as a result of the conditions?

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Nature of the work performed in the area of the workplace which is the subject of concern.

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Type and condition of any equipment or machinery in use in the workplace and any materials, chemicals, processes or operations involved

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How long have the hazardous conditions existed, have the conditions been brought to the employer's attention and, if so, has the employer made any attempt to correct the conditions?

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**4** *Is there anything important to you that was not covered by one of the questions in this survey? Please explain.*

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Please return survey to a Steward or our Union Representative  
You may fax surveys to (626) 395-7538  
**Questions? Contact:**  
121RN Union Rep Cory Cordova, LVN  
(909) 289-6041 or cordovac@seiu121rn.org

# 2016

College Hospital - Cerritos  
**BARGAINING SURVEY**  
SEIU Local 121RN

Name \_\_\_\_\_

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.*

## 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.

# 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 a 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.
- \_\_\_ Easier access to Extended Sick Leave (ESL)

# 2 Staffing & Workload

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

- YES  NO

*Do you feel staffing levels are unsafe and contribute to Codes or other patient incidences?*

- YES  NO

*Are you planning to pursue further education while employed at CHC?*

- YES  NO

*In the last year, approximately how many RNs have left employment with this hospital?*

- 1-10  11-20  More than 20

*Would a more comprehensive Education Benefit contribute to your longevity here at CHC? (i.e. - Free BSN prerequisites, Free CEUs, Free CCRN or CERN certifications process making you better prepared for an acute care transition.)*

- YES  NO

*Are patient acuities ever changed by management (at any level) after the RN assigns an acuity score?*

- 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

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

- YES  NO

*When you receive rest breaks, who provides you with break relief?*

- House Supervisor  Shift Supervisor  Lead RN  Another RN  
(buddy system)

*On a daily basis, I receive the following # of breaks (not meal periods):*

- 1 break  2 breaks  3 breaks  No breaks

*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.