



2012 SEIU 121RN BARGAINING SURVEY

SEIU 121RN will be returning to the bargaining table with CHW in February of 2012. Your bargaining team needs to know what is important to you when negotiating the next contract. Please fill out the attached survey and return it by mail or fax.

Please fill out the whole survey. Personal information will only be seen by the bargaining team members. Telling us who you are signals that you are willing to stand up and fight for your contract. Feel free to write additional comments and attach them.

Nominations for bargaining team members are also being distributed now. If you want to be part of the negotiating team return a nomination form so you will be included on the ballot. If you don't want to serve as a bargaining team member you can sign up to be a CAT Team member. CAT Team members ensure that we are able to keep everyone informed as we move through the negotiating process.

We are asking that the surveys be returned no later than December 16th, 2011

Bargaining Team member nominations must be returned by December 16th, 2011.

Return to:
SEIU Local 121RN
3251 Corte Malpaso #501A
Camarillo, CA 93012

Question???
Call Chris @ 279-1198
or ask a Steward.

Fax: 805 482-4655

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 _____
9. 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. Manager/Charge nurse(circle which) 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 d. Travelers
- b. Agency RN's e. Per diem/float nurses
- c. No change
8. When my department/unit is short staffed it is addressed by (check all that apply):
- a. Voluntary overtime d. Using Per diem/float nurses
- b. Mandatory overtime e. Is not addressed satisfactorily
- c. Agency RN's
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

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 d. 8 hours
b. 12 hours e. 12's and 8's
c. Only 3 days

3. My current shift is:

- a. 10 hours d. 8 hours
b. 12 hours e. 12's and 8's
c. Only 3 days

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 c. As many as 10 times
b. Once or twice d. More than 10 times

2. St John's 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.

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 d. Never
b. Sometimes e. I don't know
c. Seldom

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:
 - i. I am not worried
 - ii. The potential for physical injury concerns me
 - iii. Blood borne/airborne disease exposure concerns me
 - iv. The potential for physical assault concerns me
 - v. Radiation/chemical exposure concerns me
 - vi. Stress level concerns me
 - vii. Parking garage security concerns me
 - viii. 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 24 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

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 St John's:

- 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:



2011 Local 121RN Bargaining Team Nomination Form and CAT Team sign up.

Sometime in February we should begin bargaining the next SEIU Local 121RN contract with CHW. In order to get the best possible contract we need to have as many RNs as possible involved. In concert with the newly approved guidelines we will elect 3 RN's from SJRMC and 2 RN's from SJPVH to join the bargaining team. (The new policy that was approved by your leadership is attached.) You should read the new guidelines before completing the nomination form.

To nominate yourself or a co-worker please fill out the back of this form and fax to 805 482-4655 or give it to your rep (Chris Slane).

Cut-off for this nomination form is December 16th, 2011

There are really two parts to a successful bargaining, the team at the table and the team in the hospitals. The team in the hospital is the CAT Team. They don't usually attend bargaining but communicate with the bargaining team to quickly disseminate information to their co-workers in the hospital. Just as importantly they also communicate information back to the bargaining team.

Together we can negotiate a fair and comprehensive contract that allows us to protect and better care for ourselves, our families, our patients and our profession.

**Bargaining Team Election Day is Tuesday January
19th, 2012
(More info to follow)**

**SEIU Local 121RN
Bargaining Team / CAT Form**

Nomination For:

Bargaining Team **CAT Team**

Name _____
Address _____
City _____ Zip _____ Home phone _____
Cell phone _____ E-mail _____
Work Fax _____ Work Ext. _____
Unit _____
Shift _____

If elected by your co-workers to the bargaining team you agree to:

- Attend all bargaining sessions and other meetings to discuss bargaining issues and strategies.
- Understand you will represent all RN's not just your department.
- You understand this will require working long and unusual hours.
- Educate and update co-workers on issues and proposals being bargained.
- Speak to community and political leaders about the status of the negotiations.

Fax to 805 482-4655

Attn: Chris Slane



SEIU121RN

Title: NEGOTIATION TEAM	
Membership Policy #:	Page 1 of 1
Formulated: 07/20/2011	Revised: 09/28/2011
Date Approved: 10/11/2011	

Definition

Negotiation is a dialog intended to resolve disputes and reach a mutually acceptable compromise which satisfies the needs of both parties. The key word is compromise and no one side gets everything they want. The obligation to bargain does not compel either party to accept the other's proposal or to make concessions.

Composition of Negotiation Team

- The larger hospitals (650 and above) will have five (5) members, medium hospitals (300 to 649) will have three (3) members and small hospitals (~300) will have 1 to 3 bargaining team members.
- At least one member should be a chapter officer.
- Elections for bargaining team members should be held at least three months prior to the start of negotiations.

A good negotiating team has members with diverse skills. As well as representing different units and departments, all the members in the team should possess at least one of the following qualities:

- Technical Knowledge
- Relationship Skills
- Patience
- Observational Skills
- Behavior Analyzing Skills
- Ability to represent all the membership versus a specific group

Role of the Negotiation Team

Prior to Negotiations

- Review the contract.
- Define priorities based on membership surveys, issues that have come up during the term of the contract and the economic times.
- Develop specific goals but be prepared to be flexible if information develops which changes the assumptions of the goals.
- Draft contract language. Be prepared to compromise on lesser issues and determine the issues that members will be willing to strike over.

During Negotiations

- Utilize above stated skills to analyze Employer reactions to proposals.
- Develop counter proposals and amend arguments.
- Communicate with membership.

After Agreement is reached

- Attend membership meetings and provide input
- Develop summary of agreement
- Assist with the voting

Reimbursement

Negotiation Team members Scheduled to work on the day of negotiations will be reimbursed for the hours of their shift not paid by the Employer.

Night Shift employees who are scheduled the night before and the night of the negotiation day will be reimbursed for both shifts.

Not scheduled to work the day of negotiations:

- A 12 hour shift employee will be paid a minimum of 2 hours or actual hours worked for an approved activity, up to a maximum of 12 hours.
- An eight hour employee will be paid a minimum of 2 hours or actual hours worked for an approved activity, up to a maximum of 8 hours.
- However, if you spend time in the hospital making rounds and talking/distributing information to your co-workers you will be paid for that time.

Attendance:

If a bargaining team member has been released from work to attend negotiations, he/she is expected to be present the same as all other work days. If a member comes late or has to leave early, whether it is a scheduled or unscheduled day, he/she will only be paid for the portion of the shift worked.

Procedure:

- Fill out a W-4 and provide a copy of your pay stub to your rep. This information must be submitted before you can be paid. (Union financial records are audited on a yearly basis and all payments must be documented.)
- If you have provided a W-4 but your pay rate has changed, you will need to submit another pay stub.
- Provide your rep with a copy of your schedule.
- Fill out the Lost Time form for negotiation days and get the form to your rep for signature before 10 AM on the Monday of pay day week.

Meals: Will not be provided as is consistent with work done for the Employer.

Exception: Meals or light refreshments will be provided in situations where there is no easy access to food or where there is a need for the members to continue working through the meal period or where the time allowed for break is insufficient for members to get away.

Mileage: Will not be paid.