

ABOUT YOU

How long have you worked for Backus Hospital?

- less than a year 1-5 years
- 6-10 years 11-15 years
- 16-20 years 21-25 years
- more than 25 years

Age

- under 20 21-25
- 26-30 31-35
- 36-40 41-45
- 46-50 51-55
- 56-60 over 60

You can also complete this survey online at: www.backusunited.org

Sex: male female

What shift(s) do you work? (check all that apply)

- night shift day shift
- evening shift rotating shifts
- 12-hour shift shifts longer than 12 hours
- on call

Do you work:

- full time part time per diem

What is your job title? _____

Do you have Internet access? yes no

If yes, is it through: home work both

Comments:

Please return your completed survey to a member of the organizing committee or mail to: Backus Nurses Bargaining Committee, % AFT Connecticut, 35 Marshall Road, Rocky Hill, CT 06067

BACKUS



Federation of Nurses

BARGAINING SURVEY

SURVEY DEADLINE: MARCH 1, 2015

You can also complete this survey online at: www.backusunited.org



Healthcare Bargaining Survey

You can also complete this survey online at: www.backsunited.org

Bargaining requires choices and priorities. This survey has been developed as a tool to identify your priorities as nurses. Your input is essential, as it will guide the Negotiating Team. It is not to be viewed as a "wish list", but to be utilized to gauge those issues that are most important to the nurses of Backus Hospital.

This survey is your first opportunity to participate in getting a contract that moves us all forward.

Name: _____

Personal E-Mail Address: _____

Department: _____

Shift: _____

Please take a few minutes to complete the following questionnaire. We would like to get your opinions on a wide range of issues likely to be discussed during upcoming contract negotiations. Our goal is to ensure that our contract proposals reflect the needs and concerns of all our members.

Rate the importance of the following issues:

| (please check appropriate answer) | Very Important | Somewhat Important | Somewhat Unimportant | Unimportant |
|---|----------------|--------------------|----------------------|-------------|
| WAGES AND HOURS | | | | |
| Higher wages | | | | |
| Longevity adjustments or bonuses | | | | |
| Creation of a Clinical Ladder, with increased pay for advanced education or certification | | | | |
| Increased shift differential | | | | |
| Differential pay for precepting | | | | |
| Differential pay for floating | | | | |
| FRINGE BENEFITS | | | | |
| Increased employer contribution to health insurance | | | | |
| Employer contribution to 401K plan | | | | |
| Maternity/paternity/family leave with pay | | | | |
| Increased Paid Time Off | | | | |
| Life insurance improvements | | | | |
| Dental insurance improvements | | | | |
| Prescription drug coverage | | | | |
| Improved health insurance coverage | | | | |
| Increased number of paid holidays | | | | |
| PROFESSIONAL/CAREER DEVELOPMENT | | | | |
| Improved Professional Development | | | | |
| Tuition reimbursement | | | | |
| Paid Time for Professional Development | | | | |
| Training in new technology | | | | |
| Full reimbursement for licensure and certification tests, fees and renewals | | | | |

| (please check appropriate answer) | Very Important | Somewhat Important | Somewhat Unimportant | Unimportant |
|---|----------------|--------------------|----------------------|-------------|
| WORKING CONDITIONS, HEALTH AND SAFETY | | | | |
| Eliminate hazardous and unsafe workplace conditions | | | | |
| Increase staffing levels to ensure proper assistance with violent patients | | | | |
| Increase security at all work sites & in parking areas | | | | |
| Maintain work sites according to state and local building codes | | | | |
| Implement and enforce standards for supplies, equipment, disinfectants and waste disposal | | | | |
| Provide adequate health, safety and infection-control | | | | |
| Establish joint labor-management health and safety committees | | | | |
| Improved orientation for new staff | | | | |
| Provide regular and effective in-services for all staff | | | | |
| Reduce floating/Improve floating procedure | | | | |
| EMPLOYEE RIGHTS | | | | |
| Improved job security | | | | |
| Fair evaluation procedures | | | | |
| Fair grievance procedure including the right to appeal to a neutral third party | | | | |
| Improved notification of job openings | | | | |
| Employee appeal procedures for evaluations | | | | |
| PATIENT CARE | | | | |
| Improving staffing levels to ensure proper patient care | | | | |
| Giving RNs a stronger voice on changes in policies and procedures affecting patient care | | | | |
| Giving RNs a stronger voice on changes to supplies that affect patient care | | | | |
| Addressing patient overcrowding | | | | |
| Guaranteeing adequate supplies, equipment and other resources | | | | |

Priorities

Please list the five most important issues you would like to see addressed in contract negotiations, in order of their priority.

1. _____
2. _____
3. _____
4. _____
5. _____