



JOIN Together ★ FIGHT Together ★ WIN Together!

# UNION SURVEY

for Local 8 Members at Providence Regional Medical Center Everett



## 2012 Contract Bargaining Survey

To ensure our voices get heard and our Union Contract reflects our priorities, we need your participation. Survey information collected will be used to identify workplace solutions and develop contract bargaining proposals. If your issue is not addressed in this survey, write it in and provide your contact information so we can follow up with you. Contract negotiations begin late August.

### Make Your Voice Count!

Return your completed Survey:

#### Monday, July 23

- Fresh Inspirations**  
6:30 a.m. – 7:00 p.m.
- Pacific Cafeteria**  
1:30 p.m. – 3:00 p.m.
- Millcreek**  
3:30 p.m. – 4:30 p.m.

#### Tuesday, July 24

- Fresh Inspirations**  
6:30 a.m. – 11:30 a.m. & 1:30 p.m. – 7:00 p.m.
- Pavilion Lobby**  
10:00 a.m. – 11:00 a.m.
- Pacific Cafeteria**  
11:00 a.m. – 12:30 p.m.

#### Wednesday, July 25

- Fresh Inspirations**  
6:30 a.m. – 5:00 p.m.
- Broadway Lobby**  
9:30 a.m. – 10:30 a.m.

### Give each of the items in the Survey a rating using the following guidelines:

- ✓ **Highest Priority:** I feel strongly enough about this issue to take action to obtain it. For example, I'd be willing to attend a rally, press conference or other community event, leaflet my workplace or, if necessary, picket to win on this issue.
- ✓ **Medium Priority:** I feel strongly enough about this issue to participate in workplace activities to obtain it, such as signing a petition, attending a meeting, wearing a button or talking to fellow co-workers.
- ✓ **Low Priority:** I feel this issue may be important but not as important as other issues.

# Economic Issues

Check the box below to rate your priority for that item.

| Highest | Medium | Lowest |   |
|---------|--------|--------|---|
|         |        |        | a. Wage increases of (fill in): _____ % the 1st year<br>_____ % the 2nd year<br>_____ % the 3rd year              |
|         |        |        | b. Add more wage steps for year(s) _____.   |
|         |        |        | c. Increase Lead Pay.   |
|         |        |        | d. Maintain-our current health benefits.  |
|         |        |        | e. Protect the <i>Providence Core Plan</i> , our defined benefit retirement plan.                                 |
|         |        |        | f. My position should be reclassified and/or upgraded to (please explain and identify yourself on page 4):        |
|         |        |        | g. Address my (or a co-worker's) placement on the wage scale to (please explain and identify yourself on page 4): |
|         |        |        | h. Ability to track step increases.   |
|         |        |        | i. Increase Employee cafeteria discount currently _____%, increase to _____%                                      |
|         |        |        | j. Ability to donate EIB to co-workers that are out sick or injured.  |
|         |        |        | k. Ability to cash any EIB in excess of 1,000 hours.  |
|         |        |        | l. Other (fill in):   |

# Job Security Issues

Check the box below to rate your priority for that item.

| Highest | Medium | Lowest |   |
|---------|--------|--------|---|
|         |        |        | a. Union Shop (all employees in your classification would join the Union or pay their fair share for representation). |
|         |        |        | b. Allow our Union Representatives more access to work areas.   |
|         |        |        | c. Use (or abuse) of temporary workers (explain):   |
|         |        |        | d. Protection from subcontracting out our work.   |
|         |        |        | e. Keeping our bargaining unit work from non-union employees.   |
|         |        |        | f. Improve transfer and promotion opportunities by (fill in):   |
|         |        |        | g. Protection from low census misuse.   |
|         |        |        | h. Severance package guaranteed in the contract if layoffs occur.   |
|         |        |        | i. Other (fill in):   |

# Work Issues

Check the box below to rate your priority for that item.

| Highest | Medium | Lowest |  |
|---------|--------|--------|--|
|         |        |        | a. Improve training opportunities such as (fill in):   |
|         |        |        | b. Address health and safety issues and ergonomic problems such as Carpal Tunnel, Repetitive Stress Syndrome and poor workplace designs (fill in): |
|         |        |        | c. Address work load issues such as (fill in):   |
|         |        |        | d. Limit weekend shifts to every other weekend off (unless hired for weekend work only). Please identify Dept. _____ Job Title: _____              |
|         |        |        | e. Improve the rebid process by (fill in):   |
|         |        |        | f. Address the dress policy and what PRMCE should provide employees.   |
|         |        |        | g. Address security and safety issues such as (fill in):   |
|         |        |        | h. Attendance Policy, it should not be an occurrence if you are required to go home by the employer due to a contagious condition.                 |
|         |        |        | i. Other (fill in):  |

## Top Priorities for Our Bargaining Team

Identify the 5 most important issues you're willing to take action to win:

|           |
|-----------|
| <b>1.</b> |
| <b>2.</b> |
| <b>3.</b> |
| <b>4.</b> |
| <b>5.</b> |

# Please fill out this information to stay informed!

Individual Survey results will be kept confidential. **Please Print.**

|                |   |
|----------------|---|
| Name           | Home Phone                                      |
| Job Title      | Work Phone                                      |
| Facility/Dept. | Home Email <i>(for important Union updates)</i> |

I'd like to be on the Union's Bargaining Team.

*Team members attend weekly bargaining sessions for several weeks this Summer and Fall (any lost work time will be reimbursed) and serve as the advisor to the Union Negotiator. Team members help develop contract proposals, update co-workers and bring feedback to the Union's Team. You represent the entire bargaining unit's interests.*

## Steps to Win a Strong Union Contract

Our Bargaining Team can't win a strong Union Contract without all of us working together and staying united. Our Union is only as strong as we make it.

Yes, I'd like to be on the **Contract Action Team (CAT)** for my work area.

*This means supporting my Bargaining Team by distributing flyers and other Union information, staying informed during contract negotiations to educate co-workers and occasionally bringing information back to the bargaining table.*

Yes, I'd be willing to attend meetings, wear a button, sign a petition or do similar actions to help win a fair Contract.

Yes, I support my Bargaining Team and will stay informed during negotiations by reading my Bargaining Updates and checking our Union's website at [www.opeiu8.org](http://www.opeiu8.org).

It hurts us at the bargaining table when employers compare us to *non-union* worker standards. Help non-union workers become union in healthcare. Check here if you have a friend/family member who works *without* the benefit of a Union Contract. Fill in contact info above!

## Please remember to return your Survey by Wednesday, July 25<sup>th</sup>

If you have any questions, please call Mary Maloy or, Valarie Peaphon at 1-800-600-2433 or check out [www.opeiu8.org](http://www.opeiu8.org) for bargaining updates and upcoming Union meetings.

Find us on  [www.facebook.com/OPEIULocal8](http://www.facebook.com/OPEIULocal8)

**OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION LOCAL 8**  
1-800-600-2433 or 206-441-8880 ★ Fax: 206-441-0207 ★ [www.opeiu8.org](http://www.opeiu8.org)