

**ABOUT YOU**

How long have you worked for Lawrence and Memorial 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: <http://5123.ct.aft.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:

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Please return your completed survey to a member of the bargaining committee or mail to:  
Lawrence and Memorial Healthcare Workers Bargaining Committee,  
% AFT Connecticut, 35 Marshall Road, Rocky Hill, CT 06067

**Lawrence and Memorial**



**Healthcare Workers Union**

**B A R G A I N I N G   S U R V E Y**

**SURVEY DEADLINE: MARCH 15, 2015**

You can also complete this  
survey online at:  
<http://5123.ct.aft.org/>



# Healthcare Bargaining Survey

You can also complete this survey online at: <http://5123.ct.aft.org/>

Bargaining requires choices and priorities. This survey has been developed as a tool to identify your priorities as Healthcare Workers. 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 healthcare workers of Lawrence & Memorial 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
<b>WAGES AND HOURS</b>				
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				
<b>FRINGE BENEFITS</b>				
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				
<b>PROFESSIONAL/CAREER DEVELOPMENT</b>				
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
<b>WORKING CONDITONS, HEALTH AND SAFETY</b>				
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				
<b>EMPLOYEE RIGHTS</b>				
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				
<b>PATIENT CARE</b>				
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. \_\_\_\_\_

