

Union Survey

OPEIU

Local 

for Local 8 Members at VALLEY MEDICAL CENTER

April, 2017

2017 Contract Bargaining Survey and Nominations for Bargaining Team



Make Your Voice Count!



To ensure our voices get heard and our Union Contract reflects our priorities, we need your participation.

FOUR WAYS TO GET INVOLVED:

- 1) Complete the Bargaining Survey- Information collected will be used to identify workplace solutions and develop contract proposals.
- 2) Attend a Contract Update Meeting to find out our bargaining priorities. Dates & location to be determined.
- 3) Consider being on the Contract Action Team (CAT). 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, or
- 4) Sign up to be on the Bargaining Team! (check box to the left)

Contract negotiations will begin early May.

Yes, I would like to be on the Bargaining Team.

I understand that if there are more than six (6) nominations a bargaining unit election will determine who will serve on the bargaining team.

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

If you have any questions, please call Amanda Montoya at 206-441-8880 ext. 110 or Amanda@opeiu8.org or Leslie Liddle at 360-701-6615 or Leslie@opeiu8.org

Please fill out this information to stay informed! Survey results will be kept confidential. PLEASE PRINT

Name _____ Home Phone _____

Job Title _____ Work Phone _____

Facility/Dept _____ Home Email _____

Work Schedule _____ Shift (please check) Days Evening Nights Weekends

**Please fill out this Survey and return it to the Union office by Friday, April 28th.
Save and email back to libby@opeiu8.org or print and fax to 206-441-0207.**

Give only those items in the survey that you feel strongly about 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.

Lowest 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 each item.

Highest Medium Lowest

a. Wage Cost of Living Adjustment (COLA) of (fill in): _____% the 1st year
_____ % the 2nd year
_____ % the 3rd year

b. Add more wage steps for year(s) _____

c. Increase the 2nd 3rd shift differential premium to _____ (Section 7.3)

d. Expand the hours for eligibility for shift differential by changing
 2nd 3rd shifts to _____ (Section 7.3).

e. Improve Lead Pay Premium to _____ (Section 7.9)

f. My position has changed since I was hired. The position needs to be reclassified and/or upgraded. List tasks that are not included in your job description and what classification you should be reclassified as:

Job Security Issues *Check the box below to rate your priority for each item.*

Highest Medium Lowest

a. Protection from lay-offs and low census reductions.

b. Use (and abuse) of on-call employees (explain):

c. Union protection for grievances and disciplinary issues (please explain).

d. Protection from subcontracting out our work.

What contract language inclusion do you believe would be the most helpful to protect from subcontracting?

e. Protection of bargaining unit work.

Are you aware of non-bargaining unit employees performing your work?
Please explain:

f. Improve transfer and promotion opportunities by (fill in):

g. Improve job posting procedure to ensure OPEIU bargaining unit member are chosen for positions that they are qualified for.

Hours/Schedules *Check the box below to rate your priority for each item.*

Highest Medium Lowest

a. Guaranteeing that break and lunch contract language (Section 6.4 (a) & (b)) is followed (check one, if it applies to you):

I miss my breaks and/or lunch daily, once or twice a week or occasionally

I miss my breaks and/or lunch because:

b. Address the process for reconfiguring FTEs and work schedules.

Has your work schedule and/or FTE ever been involuntarily changed?

Yes No If yes, please explain why it changed

Based on your experience, do you believe that the current contract language made the process fair? Yes No If no, how should it be changed?

Highest Medium Lowest

c. Address rebidding schedule changes.

Have you ever had to rebid your schedule? Yes No

If yes, what was the reason for the rebid?

Based on your experience do you believe that the process was fair?

Yes No

If no, what contract language change would make it more equitable?

d. Vacation Schedules

Based on your experience do you believe the vacation scheduling process is fair?

Yes No If no, how should it be changed?

Work Issues Check the box below to rate your priority for each item.

Highest Medium Lowest

a. Improve training opportunities such as (fill in):

b. Address work load issues such as (fill in):

c. Address security and safety issues such as (fill in):

d. Address problems with supervisors (fill in):

e. Address issues/concern with seniority (fill in):

Any other comments or sections of the contract that can be made clearer?

OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION LOCAL 8
1-800-600-2433 or 206-441-8880 ★ Fax: 206-441-0207 ★ www.opeiu8.org

