



UNITED NURSES & ALLIED PROFESSIONALS
Roger Williams Medical Center Local 5092
Contract Survey

Dear Member,

Congratulations again on your election victory. The process of setting up your local union has started. The constitution has been approved. Nominations and elections process has started.

An important factor in formulating the union's proposals is hearing back from all of our members. Please fill out this survey and return to the address below.

Please return all surveys to:

UNAP Local 5092

RWMC

375 Branch Ave.

Providence, R.I. 02904

Please Rate the following issues on a scale of 1-5 with 1 the most important and 5 least important.

Rate the following on a scale of 1 to 5. 5 is **very important**, 1 means it is **not important to you**. NOTE: more than one item in each area can be rated the same; for example, you can have all "5's", all "3's", all "1's" or any combination.

I. STAFFING AND SCHEDULING

1. Increase the number of licensed staff _____
2. Establish staff to patient ratios _____
3. Require the hospital to staff according to staffing levels they report to Dept. of Health. _____
4. Restrict floating, develop float districts. _____
5. Self Scheduling. _____

Comments/Additional Ideas

II. WAGES AND OTHER COMPENSATION

1. Increase in base pay. _____
2. Increase in shift and weekend differentials. _____
3. Increase in charge pay. _____
3. What do you think a fair wage increase would be for each year of the contract? _____
4. Increase in differentials. _____

5. Overtime for all time worked over regularly scheduled shift. _____
6. Compensation for specialty training. _____
7. Increase longevities. _____
8. Increase holidays. _____
9. Increase paid time off specify. _____
10. Buyout of paid time off. _____

Comments/Additional Ideas:

III. JOB SECURITY WITHIN SYSTEM

1. Do you think employees should have a right to follow work transferred from one facility to another? _____
2. Should employees have a right to carry over PTO upon transfer from one facility to another? _____
3. Should employees have a right to carry over pension credits from one facility to another? _____
4. Should employees have a right to carry seniority from one facility to another? _____
5. Job security including no layoff provision. _____
6. Labor Management Meetings. _____

IV. PROFESSION/CAREER DEVELOPMENT

1. Increase tuition reimbursement. _____
2. Increase funding for conferences and workshop. _____
3. Require staff be fully trained and completely oriented before giving any new assignments. _____

VI. WORKING CONDITIONS/HEALTH AND SAFETY

1. Staff participation in job design, staffing, equipment use etc. _____
2. Training on all new equipment and procedures. _____
3. Require the hospital to have a workplace free from hazards and unsafe/unhealthy conditions. _____

V. FRINGE BENEFITS

1. Hold the line on employee cost of health insurance. _____
2. Insure against hospital changing any benefits. _____
3. Guarantee Employer match to the retirement 401K. _____

