

HPAE LOCAL 5097
2023 CONTRACT SURVEY
RESPECT US, PROTECT US, SUPPORT US

Our contract will expire on May 31, 2023, as you are aware we are dealing with a new employer, and we must protect what we have in our current contract. We were successful in January of gaining new wages, wages we have not seen before, but it is important we continue those gains as we move forward. Staffing, Recruitment and Retention, Health and Safety (PPE, Workman's Comp., Pay while out sick during a Pandemic), Quality of Care, and Building Our Union Power are our goals. This survey will help us formulate specific contract proposals based upon your responses. The contract proposals will be presented to you prior to our negotiations with management. Please return the survey to a rep, officer or in the union mailbox by February 24, 2023.

Local Executive Board

Sandra White, President

Sharon Hodge, Vice-President/Grievance Chair

Sharlene Grant, Secretary/Treasurer

General Information

Name: _____ Floor/Job Title: _____

Address: _____

Cell Phone #: _____ Email: _____

Status: (Circle one) Full-time Part-time Per Diem

Please rank in order of importance (1 through 9)

- _____ Wages
- _____ Shift Differential/Weekend Differential
- _____ PTO/ESL
- _____ Health Insurance Cost & Provider Access
- _____ Staffing (We now have ratios thanks to Legislation passed in 2021 that need to be in CBA)
- _____ Floating
- _____ Health & Safety
- _____ Better PPE
- _____ Hazard Pay/Other Pandemic i.e. workman's comp, if quarantined HMH pays for time off
- _____ (insert issue not listed here)

How important is protecting and strengthening your union rights which include:

1. Better Wages

| Extremely Important | Very Important | Important | Neutral | Not Important |
|---------------------|----------------|-----------|---------|---------------|
| | | | | |

2. Benefits

| Extremely Important | Very Important | Important | Neutral | Not Important |
|---------------------|----------------|-----------|---------|---------------|
| | | | | |

3. Working Conditions

| Extremely Important | Very Important | Important | Neutral | Not Important |
|---------------------|----------------|-----------|---------|---------------|
| | | | | |

4. Better PPE and Training during a pandemic

| Extremely Important | Very Important | Important | Neutral | Not Important |
|---------------------|----------------|-----------|---------|---------------|
| | | | | |

5. Due Process and just cause with representation rights.

| Extremely Important | Very Important | Important | Neutral | Not Important |
|---------------------|----------------|-----------|---------|---------------|
| | | | | |

6. An official and permanent voice in patient care that management is legally obligated to listen to.

| Extremely Important | Very Important | Important | Neutral | Not Important |
|---------------------|----------------|-----------|---------|---------------|
| | | | | |

What Will You Do to Help Achieve a Decent Contract with the New Employer (Complete Care)?

To achieve a decent contract, the bargaining team needs the support and active participation of the union. Please check off the ways you will help.

I will

- Sign up to be on the Contract Action Team
- Wear a button or a sticker
- Attend rallies and special events
- Outreach to community and elected officials
- Participate in the phone tree and make calls
- Pass out literature and/or a petition to my co-workers
- Come to union meetings to give my input
- Other (Please explain) _____