

To: All MRMC Nurses

From: Your Organizing Committee

Date: February 16, 2021

RE: Contract Survey

With the union election vote just a week away, it is time to begin preparing for the next step toward achieving a strong first contract that represents all nurses at MRMC.

It is your experience and expertise as Nurses, caring for patients, which make you qualified to make recommendations and suggestions that will ultimately improve patient care, patient/nursing safety and working conditions. Your voice matters; your ideas matter. We want to hear from each and every one of you.

Together, as a unified group, we will have the opportunity to work with our hospital administration to make positive change throughout the hospital we love.

Please fill out the attached survey and tell us what matters most to you. What are your concerns, your priorities, and your suggestions? Let us know the things you love about your job and want to protect and what are the changes you would like to see that will allow you to feel more confident, secure and successful in your career at MRMC.

Below are some items that are addressed in various MNA contracts. Each MNA contract has contract language that addresses specific issues unique to the bargaining unit as well as incorporates contract language that is similar or the same to other MNA contracts. All MNA contracts begin with a contract survey. To help with the survey, we included a list of topics that are addressed in many of the MNA contracts.

- **Work rules:**
 - Floating
 - Staffing
 - Labor/management meetings
 - Health and Safety
 - Discipline
 - Grievance and Arbitration procedures- These address how to handle contract violations and disciplines.
 - Personnel records
- **Hours of Work:**
 - Scheduling
 - Overtime
 - Rotations
 - Weekends
 - Normal work schedules
- **Salaries:**
 - Salary progression
 - Differentials- including degree, weekend, shifts, float, charge nurse, preceptor and other differentials
 - Retirement/Retiree-Medical Savings Account
 - Tuition reimbursement
- **Paid Time Off**
 - Scheduling, differentials, pay, accrual for holidays, vacation time and sick time
 - Bereavement time, Jury Duty
- **Health and Welfare:**
 - Medical Insurance
 - Dental Insurance
 - Disability Insurance, Leaves of Absence, Workers Compensation and other insurances
- **Employment Status:**
 - Seniority
 - Probationary Period
 - Vacancies
 - Reduction in Force (layoffs)
 - Resignation

****This is not a complete list but provides an idea of the topics your contract can address****



Milford Nurses United – Contract Survey

As you know we have our MNA/Union election in February, and Milford nurses are excited to **VOTE YES**.

To prepare for our first round of negotiations as a union, we need to establish our top priorities for our first collective bargaining agreement. This contract survey is the first step in that process of negotiating a collective bargaining agreement. We will use your responses to draft our proposals to begin negotiations.

When we all work together, we win together!

Save the Date: We will have our first Union Orientation/General Membership Meetings on **February 24, 2021** via zoom at 12 noon and 7:30pm.

These surveys are not given to management. They are to inform your committee ONLY. Please return this survey to your organizing committee colleague no later than March 5, 2021.

Name: _____ Dept: _____

Shift: _____ Email: _____ Phone: _____

Priorities

What are the three (3) most important issues you would like to have addressed in the collective bargaining agreement?

1. _____
2. _____
3. _____

Name some of the things that you love about your job and want to protect by putting it in writing?

What are some of the issues that you would most like to have addressed in the collective bargaining agreement in the following categories.

Patient Care Issues: (e.g., staffing, charge nurse role)



Wage and Benefit (economic) issues:

Workplace rights issues of other topics. (e.g., Scheduling, floating),

Health and Safety Issues. (e.g., PPE, workplace violence),

Individual Unit Issues

YES, I am interested in volunteering to support, be involved and continue to help for our contract campaign.

YES, I am interested in serving on our committee:

I nominate the following people to serve on our committee.

Name: _____ Unit: _____

Name: _____ Unit: _____

Name: _____ Unit: _____