



## SUTTER CARE AT HOME

### San Mateo

## 2022 Bargaining Survey Results

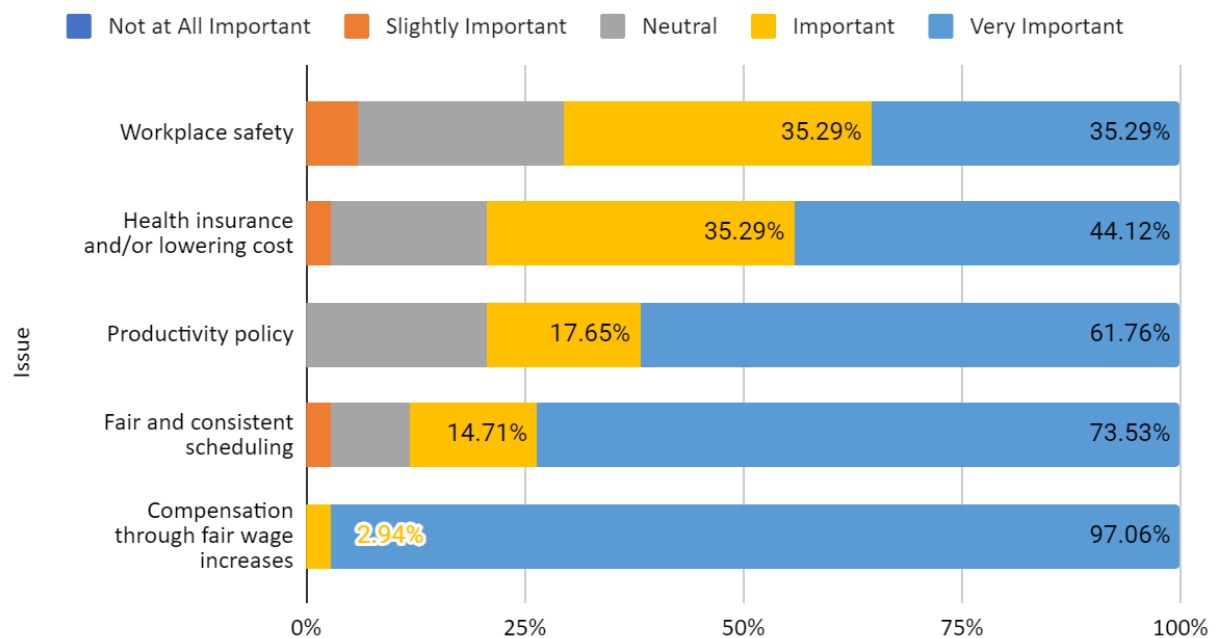
### SUMMARY HIGHLIGHTS

34 members filled out the survey, about 70% of the bargaining unit. Members are focused on improving compensation and the scheduling / productivity system. Specifically, members want to reduce or cap the number of patients per day, receive credit and pay for work/time outside of patient visits, and restrict the geographic area that they serve. Members also want to take action. 94% of those surveyed said they would either join the bargaining committee, leaflet or join a rally.

### PRIORITIES

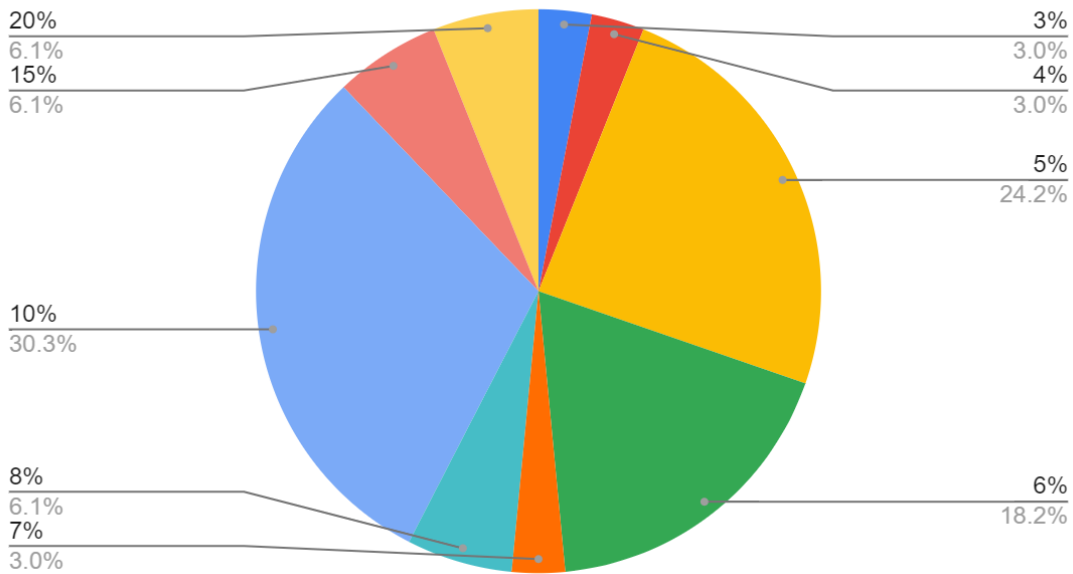
Our survey asked members to prioritize different contract areas. The following are ranked by average importance.

### Issues and Importance



In terms of a fair annual wage increase, with ten votes, a 10% raise was the most popular among members, followed by 5% and then 6%. 50% of responding members indicated that a wage increase of 7% or above would be fair and reasonable and 93% of responding members indicated that a wage increase of 5% or above would be fair and reasonable.

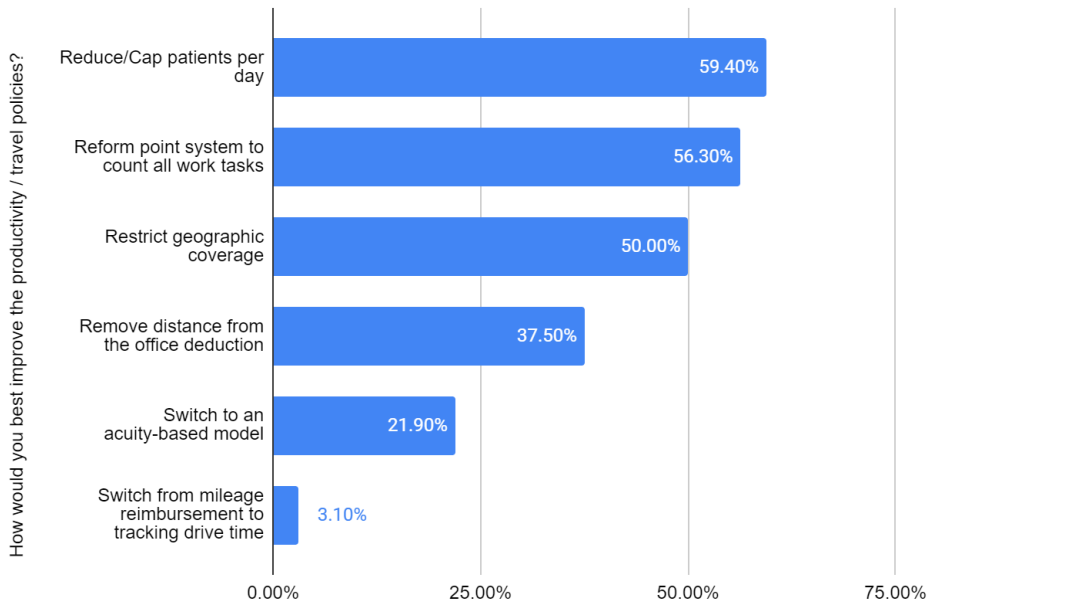
A fair and reasonable wage increase would be:



**FIXING THE PRODUCTIVITY POLICY**

The following ideas for fixing the current policy were suggested by members during a previous meeting. Our survey found broad support for several fixes, with the greatest interest in capping patient visits followed by getting credit for all extra work outside of patient visits.

## How would you best improve the productivity / travel policies?



## OTHER ISSUES

Members were asked to list other issues they would like to address in the contract. Highlights, with stars next to points that were made repeatedly:

- Including more workers in the union including, RN Preceptor, Bereavement Coordinator, Volunteer Coordinator and Hospital Liaisons
- Removing caps on Paid Time Off and Extended Sick Leave
- ESL pay out if employee leaves the company
- Increasing PTO hours\*
- Overtime and working on holidays and weekends should be optional\*
- Increase/change retirement benefits from 403B to 401K
- Separate PTO into categories, sick, holidays eTc\*
- Removing caps on Paid Time Off and Extended Sick Leave\*
- More staffing
- Bring back flexible spending allowance of \$500/ year
- Capping number of patients\*
- Limiting geographic area\*
- Hazard pay for COVID 19\*
- Clear job scope for each discipline and be compensated properly when asked to perform tasks outside of job scope\*
- Diversity, Equity and Inclusion
- Overtime pay should be x2 or x1.5\*
- Clear PTO priority policy

- Sabbatical option
- Updates to night nurse policies (see survey)
- Psychosocial/spiritual on calls need to be eliminated as there is insufficient needs on the weekends to justify
- Increase employee assistance program counseling benefit to 20 sessions per year

## COMMITMENTS TO ACTION

94% of members surveyed said they would take at least one of the actions below, and specifically the committed to the following:

Action	Number of members	% of surveyed
<b>Be on Bargaining Committee</b>	17	53%
<b>Distribute leaflets</b>	16	50%
<b>Join a rally or action</b>	24	75%