



Doctors Council SEIU

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New York, New York 10004

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Barry Liebowitz, M.D., President – Frank Proscia, M.D., Executive Director



BARGAINING SURVEY FOR COLUMBIA UNIVERSITY DOCTORS AT HARLEM HOSPITAL AND THE RENAISSANCE HEALTH CARE NETWORK

Please complete and return this Bargaining Survey

What
Do
You
Think



- ◇ What should be our top priority at the bargaining table this year?
- ◇ How can we work together to protect our jobs, our families, our patients, our profession and our future?
- ◇ Here's your chance to speak out about the issues that concern you most.
- ◇ Do you have suggestions for proposals in bargaining to improve our contract?

Then, complete the Columbia University Bargaining Survey

If you have any questions, call Karen Jarrett, Contract Administrator, at (212) 532-7690

PLEASE COMPLETE THIS BARGAINING SURVEY FULLY, INCLUDING THE BACK PAGE, AND RETURN IT TO DOCTORS COUNCIL BY FAX AT 212/481-4137 OR BY MAILING IT IN THE ENCLOSED ENVELOPE NO LATER THAN FRIDAY, SEPTEMBER 25, 2009.

WE WILL BE HAVING A MEMBERSHIP MEETING FOR ALL DOCTORS ON THURSDAY, OCTOBER 01, 2009, AT 12:30 P.M. NOON, IN THE 6TH FLOOR NURSING CONFERENCE ROOM (ROOM # 6101) IN HARLEM HOSPITAL, TO REVIEW THE RETURNED BARGAINING SURVEYS AND OUR BARGAINING PROPOSALS TO BE PRESENTED TO COLUMBIA UNIVERSITY.

BARGAINING SURVEY

It is very important to answer the following questions fully and with as much detail as possible.

Please feel free to attach additional pages if necessary and as needed.

1. What five (5) issues, "in priority order" are **most important** to you and you would like to see improved?

1. _____
2. _____
3. _____
4. _____
5. _____

2. What do you think our bottom line should be on **wages**? _____

3. What **benefit improvement** would you most like to see? _____

4. What improvement in **patient care** would you most like to see? _____

5. What improvement in **working conditions** would you most like to see? _____

6. What is the one area of the **contract** that you believe needs to be improved most, and how? _____

7. Do you **receive "on call"/"sessional pay"** for extra hours worked or when on call? (Circle One) Yes No

If yes, please explain amount and how paid: _____

8. Are there **physician staffing issues** in your department/specialty and if so, please explain by stating your dept/specialty, the number of positions unfilled, what the number used to be, and the effect this has on patient care and working conditions _____



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CONTRACT ACTION TEAM (CAT)

WHAT WE WIN DEPENDS ON YOU! HOW CAN I HELP WIN A STRONG UNION CONTRACT?

“The Union” cannot win a good contract for us, because WE are the Union. OUR Bargaining Committee cannot achieve a quality contract without YOU! OUR CONTRACT WITH COLUMBIA UNIVERSITY EXPIRES ON DECEMBER 31, 2009.

By sending out this Bargaining Survey, OUR Union has launched and taken the first step for our campaign for our next Union contract. As you know, what we win this year will depend on our active involvement as Union members. Our Bargaining Committee is only as strong as the membership standing *with* them. That is why we are asking you, not only what do you want or need, but what are you willing to do about it – what are you willing to fight for?

- The four key questions are:**
- (1) *What do we want?*
 - (2) *What do we need?*
 - (3) *What do we have the might for?*
 - (4) *What will we fight for?*

We have a good Union contract that provides job protection and guaranteed wages and benefits. If we want to achieve a good contract for our next contract, we all need to make the most of this opportunity. We are bargaining for our next Union contract for Doctors with Columbia University. We all share the same fight.

Please indicate which responsibilities you can share to help build our negotiating strength. In which of the following are you willing to participate to ensure our fair share in our Union contract and to increase our chances of success of achieving what you want as expressed through your returned Bargaining Survey.

- Attend Bargaining Sessions Be on the Bargaining Committee
- Be On The Contract Action Team (CAT) And Represent My Department On The CAT Team
- Distribute The BARGAINING BULLETIN!
- Attend Rallies, Meetings Or Special Events To Show Our Support For Negotiations
- Leafleting The Public Outside Harlem Hospital and Renaissance
- Picketing Outside Harlem Hospital and Renaissance
- Work Site Actions and Walking Through My Work Area and Speaking to Co-Workers
- Wearing Buttons
- Organizing Non-Members To Join Our Union And To Increase Our Strength
- Other (Specify): _____

What ideas and information do you have that you think will demonstrate to Columbia University our issues and persuade them to take us seriously and bargain in good faith (please use additional pages if needed): _____

<i>(important to complete)</i>	<u>COUNT ON ME...</u>		<i>(complete fully)</i>
Your Name _____			Male or Female? _____
Social Security Number(will be kept confidential) _____	Date of Hire _____	Date of Birth _____	
Home Phone _____	Cell Phone _____	Work Phone _____	
Pager (beeper) _____	Other _____		
Home Address _____			
City _____	State _____	Zip _____	
E-Mail Address _____			
Job Title _____	Department/Work Location _____	Shift _____	
Work Status (circle one): Full Time Part Time	Per Diem Other (specify) _____		
Annual salary _____	Hourly salary _____		
Are you Board certified (circle one)? Yes No	(If so, in what area{s}) _____		
Average number of hours you work per week _____	Days off _____		

“IF THEY TAKE ON ONE OF US, THEY TAKE ON ALL OF US!”
“WE WILL DO WHAT IT TAKES, FOR HOWEVER LONG IT TAKES!”

PUT THE “U” IN YOUR UNION – ACTION + WORDS = CONTRACTS AND SUCCESS!