



Vague, Unaccountable “Employee Survey” is No Substitute for Legally-Guaranteed Collective Bargaining Power

Third-party consulting firm tied to anti-union campaigns

This is what Lightspeed Research/The Foresight Group tells clients about its “Employee Engagement Surveys”: “Employees are less likely to look outside their organizations for a voice and the attractiveness of unionization is likely to fade.”

And in February, 2009, they teamed up with an anti-union law firm to co-host an online discussion of anti-union strategies to fight the Employee Free Choice Act. (See: <http://www.examiner.com/x-2071-DC-Special-Interests-Examiner~y2009m3d2-Union-busters-hold-antiworker-webinar-then-poll-attendees-with-predictable-results>)

The Foresight Group demands a lot of information from us. Here are some questions we might want to ask about their survey:

- ? Does asking us how they feel give us the same power we would have if we had the legal right to collective bargaining and a legally-guaranteed union contract?
- ? How come only questions 18, 24, 26, 28, 29—five questions out of 44—deal with specific, measurable workplace issues?
- ? If management suddenly begins to “listen” to our input in response to union organizing, will any improvements be guaranteed by law, like a union contract is guaranteed by law?
- ? Saint John’s has already hired the anti-union consulting firm Management Science Associates/Integrated Healthcare Strategies since May 2008. Is spending money on another third-party consultant the best use of our health center’s funds?
- ? Why is there no legal guarantee of our confidentiality? Since Saint John’s is paying the Foresight Group, how can they be trusted to respect our confidentiality?
- ? Will any independent organization—one that is not being paid by Saint John’s—have the opportunity to verify the survey results?
- ? If the results are confidential, then why are our social security and date of birth info required in order to fill out the online survey?