**Table 1**. Survey Items, Means and SDs Excluding Demographic Questions and Open-Ended Questions

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| **Survey Item** | **N** | **Mean** | **SD** |
| **Please think back to your most recent union negotiations, strike preparation or actual strike event. The following questions related to that process. Please rate each of the following statements on the response scale for each question.**  | Range = Major positive effect = 4; Moderate positive effect = 3; Moderate negative effect = 2; Major negative effect = 1; No effect = 0 |
| Q17: How did the union negotiations and strike preparations positively or negatively affect you personally? | 83 | 1.65 | .69 |
| Q18: How did the union negotiations and strike preparations positively or negatively affect your family life at home? | 78 | 1.27 | .95 |
| Q19: How did the union negotiations and strike preparations positively or negatively affect you professionally? | 76 | 1.60 | .90 |
|  | Range = Very easy = 1; Easy = 2; Difficult = 3; Very difficult = 4 |
| Q20: How easy or difficult was it to maintain a work-life balance during the union negotiations, strike preparations and/or actual strike? | 79 | 1.82 | .78 |
|  | Range = Major positive effect = 4; Moderate positive effect = 3; Moderate negative effect = 2; Major negative effect = 1; No effect = 0 |
| Q21: To what degree did the union negotiations and strike preparations positively or negatively affect your relationship with your peers (people in the same work category as you)? | 78 | 1.78 | 1.28 |
| Q22: To what degree did the union negotiations and strike preparations positively or negatively affect relationships with those to whom you report (your supervisor)? | 79 | 1.19 | 1.30 |
| Q23: To what degree did the union negotiations and strike preparations positively or negatively affect relationships with those who directly report to you? | 73 | 1.31 | 1.12 |
| Q24: To what degree did the union negotiations and strike preparations positively or negatively affect relationships with those who indirectly report to you? | 78 | 1.41 | .99 |
|  | Range = Strongly agree = 4; Agree = 3; Disagree = 2; Strongly disagree = 1 |
| Q25: I felt betrayed by union nurses who were making negative comments publicly about my organization. | 79 | 3.06\* | .92 |
| Q26: I felt betrayed by union nurses who were behaving in ways I didn’t feel was consistent with professional behavior. | 79 | 3.28\* | .89 |
| Q27: I was surprised by some of the behaviors and tactics of the union nurses. | 78 | 3.29\* | .81 |
| Q28: I was surprised at how vocal union nurses were in the public media. | 80 | 3.03\* | 1.09 |
| Q29: I was surprised to see nurses who were involved in Collaborative Governance/Shared Governance councils, Quality Improvement projects or Magnet and who were also involved in union activities. | 82 | 2.73\* | 1.26 |
| Q30: I felt a sense of camaraderie with my colleagues during the union activities | 76 | 2.80\* | 1.12 |
| Q31: I felt supported by my supervisors during the union activities. | 81 | 3.26\* | .74 |
| Q32: My work related stressors were higher during the union negotiations and strike preparations. | 81 | 3.33\* | .77 |
|  | Range = Major positive effect = 4; Moderate positive effect = 3; Moderate negative effect = 2; Major negative effect = 1; No effect = 0 |
| Q33: To what degree did the union negotiations and strike preparations positively or negatively affect the work environment on patient care units? | 79 | 1.42 | .81 |
|  | Range = Strong pressure reported = 3; Moderate pressure reported = 2; Minor pressure reported = 1; No pressure reported = 0 |
| Q34: To what extent did non-union nurses report that they felt pressured by their peers and/or union organizers to join the union? | 78 | 2.83\* | 1.39 |
|  | Range = Significant or large amount of input = 4; Moderate input = 3; Some input = 2; Minor/slight input = 1; No input at all = 0 |
| Q35: To what extent did you feel you had any input into the decision about the negotiations or contract agreement? | 79 | 1.38 | 1.43 |
|  | Range = Strongly agree = 4; Agree = 3; Disagree = 2; Strongly disagree = 1 |
| Q36: I worry now about the consequences on future budget preparations because of money spent by the organization on union negotiations and strike preparations. | 81 | 2.89\* | 1.04 |
|  | Range = Major positive effect = 4; Moderate positive effect = 3; Moderate negative effect = 2; Major negative effect = 1; No effect = 0 |
| Q37: To what positive or negative degree do you believe the union negotiations and strike behaviors will affect future unit, department and/or hospital level initiatives (e.g. Magnet designation/re-designation, certifications, centers of excellence, awards)? | 82 | 1.54 | .89 |
|  | Range = Extremely worried = 3; Very worried = 2; Somewhat worried = 1; Not worried at all = 0 |
| Q38: How worried are you that your role will be affected with the new contract terms? | 74 | 1.19 | .75 |
| Q39: How worried are you about your unit/department/hospital’s budget after the expenses associated with the union negotiations and strike preparations? | 81 | 2.04\* | .97 |
|  | Range = Major positive effect = 4; Moderate positive effect = 3; Moderate negative effect = 2; Major negative effect = 1; No effect = 0 |
| Q40: To what degree has your sense of trust of union nurses been positively or negatively effected? | 81 | 1.40 | .72 |
| Q41: Since the union negotiations, to what degree has your perspectives or views of the professionalism of clinical nurses been positively or negatively affected? | 81 | 1.57 | .74 |
|  | Range = Strongly agree = 4; Agree = 3; Disagree = 2; Strongly disagree = 1 |
| Q42: My personal health was negatively affected by the union negotiations and strike preparations. | 83 | 1.69 | 1.01 |
|  | Range = Major positive effect = 4; Moderate positive effect = 3; Moderate negative effect = 2; Major negative effect = 1; No effect = 0 |
| Q43: How do you feel your organization's reputation in the community was effected by the strike negotiations, preparations or actual strike? | 80 | 1.38 | .91 |
|  | Range = Strongly agree = 4; Agree = 3; Disagree = 2; Strongly disagree = 1 |
| Q44: I agree with the final resolution (contract) that was agreed upon by my organization executives and the union. | 82 | 2.10\* | .96 |
|  | Range = Major positive effect = 4; Moderate positive effect = 3; Moderate negative effect = 2; Major negative effect = 1; No effect = 0 |
| Q45: How did this experience positively or negatively affect the priorities of your organization/department/unit? | 78 | 1.53 | .94 |
| Q46: How did this experience positively or negatively affect your organization's Culture of Safety? | 78 | 1.32 | 1.01 |
| Q47: How did this experience positively or negative affect employee satisfaction? | 77 | 1.69 | .83 |
| Q48: How has this experience positively or negatively affected the organizational culture? | 78 | 1.50 | .86 |
|  | Range = 0-3 months = 1; 4-6 months = 2; 7-9 months = 3; 10-12 months = 4; More than a year = 5 |
| Q49: After the union negotiations, strike preparations or actual strike ended, how long did it take your organization to return to a “normal” state (as it was before)? | 75 | 2.67\* | 1.39 |
|  | Range = Strongly agree = 4; Agree = 3; Disagree = 2; Strongly disagree = 1 |
| Q50: I am optimistic about my future at this organization. | 76 | 3.17\* | 1.05 |
| Q51. The executives at my organization managed the union negotiations more transparently than other organizations that I am aware. | 77 | 2.65\* | 1.25 |
| Q52: I was appreciative of the open communications from my organization’s leadership team about union negotiations. | 77 | 3.17\* | .85 |

\* Above midpoint