



# Our unity works!

## Standing up for better staffing in Postpartum

By taking action in our union and standing united as a department we won transparency in our unit and respect for all of our staff.

Because of our action, we reached an agreement with Swedish on key issues and grievances in our department that respects our voice in staffing and how our department functions.

### Here are the key next steps:

#### Prime Time Vacation

- Due to the confusion of approval and denial of prime time vacation this year, representatives from the unit will meet with the Postpartum management team to review vacation applications and the criteria used to approve or deny the vacation and to ensure the contract was followed for everyone.

#### RN Staffing

- Making sure we have the right FTEs to staff our department is critical to giving safe patient care. To make sure we have the right FTEs to staff the department, Swedish will be providing crucial information and have agreed to meet to review the current FTE allotment for the department.

#### Respecting the Role of our Unit Secretaries

- Our Unit Secretaries are essential to the function of our department. Management has now agreed to utilize house floats before floating our department unit secretaries and to pay back pay to the unit secretaries who were floated against the contract.
- In addition, making sure night shift HUCs have a rotation that meets the staffing needs of the unit and allows for work life balance is critical. We won transparency in building a schedule that unit secretaries will now have a true voice in building.



"This victory shows the importance of collectively standing together, remaining united and fight for what we deserve."

**Rachel Fast, Unit Secretary,  
Postpartum, First Hill**