



## United For Safety, Staffing, and Respect!

### We need to have control over our own schedules

When management said they wanted to change our schedules, we stood together, fought back and demanded to bargain. If there is a need for leveling, we expect management to show us what the problem is, and tell us what they would like to accomplish with any schedule changes so we can solve it ourselves. We need to be respected. Because we are strong, we will choose how we level our schedules.



"We shouldn't have to use the template offered by management if that isn't going to work for us. When we have the autonomy to create our own schedules, within the parameters needed to staff the hospital, we function better together as a team. We need to work it out ourselves."

**Job Mwaura, RN2, E5**

### Text alerts for available shifts

Text alerts will help prevent working short and mandatory overtime. Many hospitals have a text alert system for any available shifts which have not yet been filled up to 8 hours prior. Management has agreed to implement this for months, so where is it?

**We need this to be put in place immediately.**

### Reassignments are out of control

Investigations take way too long. There is just no excuse. We pulled our BHA investigators into a meeting so they could explain what they do. Almost immediately, we found that investigations suffer from significant breaks in communications at all points in the process. No one should be sitting off of their ward on reassignment for even an extra minute, let alone days or weeks. We expect management to correct their processes immediately.



"One of the most important things we can do to prevent lengthy investigations is to properly fill out our AROIs and attach follow up documentation. When I get a case on my desk and it clearly states the facts and I can see from the documentation that the allegation couldn't possibly be true, I am able to ensure that a lengthy and useless investigation does not ensue. We need better training for this type of documentation, so I can move things faster."

**James Pettigrew, RN3, Clinical Risk Management**

### We won prescheduling of overtime

Because we have so much unity here at WSH, we won prescheduling overtime. The fight isn't over. We need to stand strong and make sure the scheduling office is abiding by the MOU we bargained.



"We need to be able to plan for our overtime, so we can stop working short and start working safer."

**Sharon Bethard, RN3, C6 Evenings**

### We won prescheduling of overtime

When safety committees are comprised of floor staff, aka the people whose safety is at stake, they will be stronger and more effective. Even so, we need to make sure this change is done right.

That is why we made management meet us at the bargaining table over the new plan. Through our discussions, we made sure debriefs of incidents would be integral to the discussion, and we made a plan to get management up to speed on Just Culture. This is the idea of analyzing which systems are failing when things go sideways, rather than looking for an individual to blame. No one shows up for work expecting to make a mistake. When it happens it can almost always be traced to a system that isn't functioning correctly. Are we getting enough training? Are we exhausted? Are we understaffed? Then address those issues, not reflexively point to an individual. Then we'll have a safer hospital. We will be presenting more about Just Culture at our next UMCC.



"Changing the safety committees is important. We need to do it right. Staff need to know they can intervene in a situation without being penalized. Excessive reassignments are reducing the number of regular floor staff available, which compromises all of our safety. The safety committees should be a place where we help each other do things better, not tear each other down."

**Nancy Phelps, RN2, F1 Nights**

### Be familiar with your Weingarten Rights

Any one of us can end up across the desk from an investigator. You have a right to have an SEIU 1199NW delegate present, and you can take a break from answering questions to talk privately with your delegate. Ask your delegate, or look for a flyer on a union bulletin board if you would like more information about Weingarten Rights.

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