

We are committed to quality patient care!

Having safe staffing means we can provide great care. When we are chronically short staffed it sends the message that CHI does not share our commitment to quality care and that puts our patients and each other at risk. We are taking action for CHI to invest in us, the frontline caregivers because for many of us, our patients are our families and community.

We are taking action to hold CHI Highline accountable: Highline must follow our union staffing matrix on each shift and make sure we have enough staff available to fill vacant shifts. Sick calls and census change but it can be planned for. A lack of staff to fill vacant shifts leaves our patients without the care they deserve. This sends the wrong message to all of us. **That's why we are taking action including petitions, filling out short staffing forms and a grievance and will continue to take action until our staffing needs are met across all of Highline.**



Our staffing grievance meeting with the Administration is on April 23. Talk to a staffing committee member to find out more.

CHI Highline is answering some of our concerns: Our actions are working!

We need a way to bring in frontline staff quickly before we are short. We first took action through filing a short staffing grievance, delivering a staffing petition to CNO Kim Baisch, and filling short staffing forms. Now CHI Highline is responding to our action by providing incentive pay for shifts that need to be filled and a hiring bonus to recruit for vacant positions. They brought their proposal for incentive shifts to us at our staffing committee. We proposed double-time extra-on shifts for all nursing units, but management would not agree. What management has agreed to do is a step in the right direction in that CHI Highline is acknowledging a staffing shortage, but they refused to commit to the level of incentive pay that will be effective. We will continue until all staffing levels are safe staffing levels.

We know that a long-term solution is not paying nurses extra to work above their FTEs but having enough staff to staff safely in the first place! We will be standing together for the staffing our patients need in our upcoming bargaining. Look for details about our next steps preparing for bargaining soon.

Our staffing committee:

Margee Baldridge, RN, ED
MaLina Church, RN, ED
Tarabia Franklin, RN, ICU
Helena Villablanca, RN, PACU
Susan Wheeler, RN, Medical
Kara Shafer, RN, Float Pool



Margee Baldridge, RN, ED

"When CHI eliminated the 5p-3a nurse position, we filed a grievance and will take action to hold CHI accountable to our negotiated staffing plans. They need to stop spending on advertisements and travelers and invest in frontline staff."



Kim Baisch demanding our staffing needs be met and filed a grievance. Now we will meet with management and demand a commitment to filling all vacant positions immediately."

Susan Wheeler, RN, 6 Birch

Management's steps toward adequate staffing, in effect now: Not enough, but we're moving them in the right direction

\$10,000 hiring bonus for RNs in PCU/ICU and ED

"Extra on" bonus of \$10/hour for full-time RNs who pick up shifts beyond their FTE in PCU/ICU and ED. These benefits stay in effect through May 18, 2019—by which point we can propose better long-term solutions in our upcoming bargaining



census. Let's try it and measure it and continue to take action until we have adequate staffing!"

Helena Villablanca, RN, PACU

"We proposed CHI pay 2x pay for nurses to come in an extra day. A nurse is not going to do \$10 to work an extra. We are already paying traveler and agency nurses more than this. But we will measure the effectiveness of this to make progress on more robust