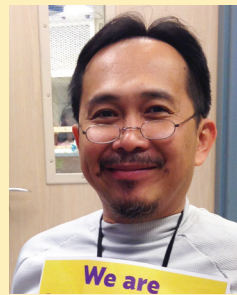


We're Standing for Safe Staffing and Quality Care

We are united around safe staffing, and we continue to voice our concerns regarding recent ward leveling changes. Management has decided to move forward with implementation. This affects our lives and our patients. Our union has filed a grievance — which is still ongoing — and had several meetings with management to make changes that demonstrate respect and prioritize safety for us and our patients. After we demanded solutions, WSH management has made a last-minute attempt to address some of our concerns.



"There is no other way to reach a solution around schedule leveling than working together and listening to each other. Fill out the form, share your concerns, propose new solutions and let's make our voices heard."

Mark Ares, RN3

- A review of the new schedule in six weeks instead of six months.
- Management committed to offering alternative schedules for those of us who will be negatively impacted by the new schedule. We need to hear from every member and share our concerns so we can work with management to resolve those issues. Please contact your organizer and fill out the form regarding the ward leveling.
- Management has committed to convert current vacant schedules to evenings with rotating weekends to ensure sufficient coverage.
- Management will honor all previously scheduled vacation without intermission.
- If you chose to work on another unit, you will be oriented to that unit. Please let us know if you have any issues and feel that your orientation is not adequate.

Every Voice Matters

We will not stop until every voice is heard and have what we need to keep our patients safe. We will stay united to continue to make Western State Hospital the best place to work and receive care.

To resolve these issues and propose solutions, we have created an online form for everyone to express our concerns, suggestions, or requests for scheduling accommodations.

The form is available at
www.surveymonkey.com/r/5WKGMZ9

The form is also available in paper format — contact a delegate or an organizer to get a copy.

We encourage everyone to submit the form so we can work together and in unity to make staffing safe!