

Staff in Critical Care Areas Are in Crisis – We Need Relief Now!

Our community needs our hospitals to be fully staffed on every shift and Swedish needs to do all they can, in this time of crisis, to respect the work we're doing to go the extra mile for our patients.

Each time we walk into the facility we know we are putting our families and ourselves at risk. We do it because we know our community needs us, but when it comes to picking up extra shifts, we need a program that recognizes what we face. Swedish must take every measure to ensure critical care areas are not doubling up on patient assignments unless absolutely necessary.

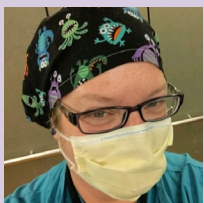
This means an incentive shift program that:

- Meets the industry standards of 1.5x and 2x
- That ensures we have a safe and appropriate skill mix
- That promotes equity across the system
- That's based off meeting core staffing



"Our world is upside down in the worst pandemic in 100 years. Our community and our own families need to be able to trust in our hospitals to get the best care possible. We cannot be successful if we cannot retain or

attract staff. One of our ICUs has suffered a 50% attrition of highly skilled nurses. It's imperative that we incentivize our most essential staff to do this incredibly important and challenging work. We need incentive shifts that value essential workers and keep our patients safe." **Cara Alderson, NCCU, Cherry Hill**



"RTs are crucial staff, we are involved in care of the sickest patients. As the COVID numbers rise so does our workload. Respiratory is spread so thin we are strained to safely care for our patients. We need to have an

incentive pay that directly reflects our sacrifice and commitment to our patients."

Lisa Stephen, RT, First Hill



"We are fatigued in an unprecedented time. We need to incentivize essential staff to come into the hospital to do this difficult work. Our EDs, ICUs, RTs and EVS need help now. We're doing more with less. This is the time our organization needs to lift us up."

Tricia Jenkins, ED, Cherry Hill



"At Swedish, ICU nurses are being called upon to provide the most complex critical care in history to Seattle's COVID patients, while dealing with chronic and critical

understaffing. We need Swedish to help us safely staff our ICUs by agreeing to our incentive pay proposal. We are asking management to support us in providing safe, high-quality care to our community in these extraordinary times."

Ashley Bower, ICU, First Hill