



We Demand Better Staffing and Accountability for Safe Patient Care

We are demanding that CHI honor the contract language and commitment to patient safety that we negotiated and agreed to in bargaining. Our role as frontline staff is to care for our patients, and that is not always easy, but without a commitment to fully staff the hospital our patients and licenses are at risk. That is exactly what is happening when CHI refuses to implement measures that will bring in staff to all areas and job classes. Staff are missing breaks, working unsafe extra hours, shutting down procedures or failing to respond safely to codes.

Our Actions for Safer Staffing

- 2020:** Ratify new contract with commitment from CHI to new staffing for RN and service areas.
- 2020:** Negotiate COVID MOU for all workers including start of incentive pay.
- Jan 2021:** New short staffing variance forms used to track when we are short.
- Jan 2021:** Present RN staffing and labor-management committees propose increased traveler, hiring and incentive pay.
- Feb 2021:** Staffing grievance filed for chronic unsafe staffing.
- April 2021:** Short staffing forms show 90-day trend of chronic short staffing in certain areas.
- April 2021:** Majority petitions to COO Russell Woolley and administration to expand incentive.

We need to see charge nurses without patients and all departments staffed safely.

Our message to CHI is simple: We need to see more frontline staff than CHI is currently able provide. After trying to hire staff and use agency workers, incentive pay is a last resort that costs the employer more but brings safe care to our patients. When CHI refused to increase incentive pay in areas that are still short staffed, it was a refusal to support our patients and our staff trying to do their jobs. We are demanding better and will take action until our departments are run safely and our staffing plans are being followed.

Our Staffing Grievance

“We filed the charge RN grievance in February and do not feel that CHI is doing everything in its power to bring in staff since the DTI and incentive is not being offered to all FTEs. Recently on a Tuesday night I believe there were only two nurse sick calls. We had only one nurse scheduled for 5 Cedar, instead of three. PCU should have a minimum of four but only had two. There were not the staff to absorb the sick calls. We need CHI to do better.” - **Kara Shafer, RN Float Pool**



We are standing up in the grievance because management is not staffing to the staffing plans and too often assigning charge nurses patients.

Union grievance remedy	COO Russell Woolley’s response to St. Anne staff
Charge RN will not be assigned patients	We do not consider charge nurses taking a patient care assignment “the norm.”
Follow all nurse staffing plans	St. Anne is committed to adherence to the nurse staffing plans
Implement incentives in all areas/FTEs where staffing is short	At present, we are not interested in expanding these incentive programs



“The floors have been short. Sometimes we have one CNA with 15 patients. We are doing the best we can. Yesterday, on mother-baby, there were four moms and two babies, and one nurse was just running. I couldn’t go to break until 3pm. Just me and one nurse with no relief. There is no incentive to pick up extra shifts so I don’t pick up. It is not safe whatsoever. We need to take action to make this change.” - **Dawn Genas, CNA Float Pool**

APALA 16th Biennial Convention

On behalf of the Asian Pacific American Labor Alliance (APALA) we are please to invite union members to the sixteenth biennial APALA convention – *Rooted in Legacy: Reimaging a New World Beyond Borders & Across the Oceans!*



The convention will be hosted virtually on Zoom from August 5-8, 2021

For more information go to apalaconvention.org



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Are you a member of our union at St. Anne?

One way to make sure St. Anne remains a great place to work and to keep our union strong is by joining your coworkers and becoming a member. You can join SEIU Healthcare 1199NW by filling out an electronic card!

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