

## We Stood Together and Won!

We know that our patients deserve the highest quality of care when they come to Island Hospital, and that we need to be fully staffed to provide that high-quality care. Since many of our units and departments have been critically short staffed in recent months, we united and took actions, like signing petitions and writing story cards, calling on Administration to do better. Taking action together had an impact!

Because we stood united for our patients, on many units where the short staffing has reached critical levels there will now be a shift incentive bonus to pick up extra shifts. This is an important step to making sure our community gets the care they deserve.



When we work in Acute Care, Emergency Department, Surgical Services, Laboratory, Food and Nutrition and Environmental Services, we will receive the following shift incentives until July 31, 2021, with the possibility to extend every thirty days if mutually agreed upon:

- a. \$120 extra per shift for a 12-hour shift
- b. \$100 extra per shift for a 10-hour shift
- c. \$80 extra per shift for an 8-hour shift

To receive the bonus, we must pick up a shift that is beyond our regularly scheduled shifts.

***If you have any questions, please reach out to your Union Delegate!***

- Kim Deans, ACU
- Kiersten White, EVS
- Brenda Schlindwein, EVS
- Pricila Martinez, Surg Services
- Desirae Golis, Patient Access
- Carrie Shelton, SPD



“Staffing has been tight at Island for a while—skeleton-like at times. This has resulted in staff injuries, higher amounts of work placed on individuals, and it also doesn’t exactly follow the Island Hospital Promise to give excellent patient care when staffing is spread so thin. We took action and stood together to let management know we deserved better. This will hopefully help us work short less often!” - **Kim Deans, CNA Acute Care**

“Our voices have been heard! Union means United!  
When we are United we are Stronger!”  
- **Kiersten White, Environmental Services**



We know that when we stand together and take collective action, we can make real change at Island Hospital! Join your coworkers as a union member!

