

# Retain us, pay us!

Our patients and community deserve the highest quality of care, and we need adequate and safe staffing to provide that care. We know we have been experiencing a staffing crisis for years at St. Joes, a crisis that the pandemic is only making worse. The pandemic's strain on the healthcare system across the United States has led to even worse short staffing, staff burnout, and low morale.

The time is now for PeaceHealth to show respect and appreciation for our work in responding to this moment in the COVID-19 global pandemic through a Retention Bonus. For months now hospitals in our State, including St. Joes, have been responding to the staffing crisis with sign-on bonuses to attract new hires. While we know that is needed to stay competitive in this tight healthcare labor market, it's simply not enough because it ignores the rest of us who have been here, providing the care to our community through this global crisis.

In the last few months, workers at both Skagit Valley Hospital and Island Hospital have won \$2,500 retention bonuses, and workers at Providence in Everett have won a \$1,000 retention bonus. It's time for PeaceHealth to recognize our commitment, and offer incentives to retain staff for safe, quality patient care. PeaceHealth — treat us like the dedicated heroes that we are!

**Sign our petition calling  
on PeaceHealth to  
recognize our sacrifices!**

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“The morale in our hospital is low as we continue to struggle to recruit and retain staff. We called on management in our Labor-Management Committees in October and November

to offer an Incentive Bonus as a way to signal those of still here, dedicated to delivering care to our community, that they see us and appreciate the work we are doing. Every other hospital in North Puget Sound is doing this, PeaceHealth should too.”

**Brian Wyss, Anesthesia Technologist**



"We have shown up every day to take care of our patients through the pandemic despite critical short staffing and low morale. We've heard that new nurses are

being offered \$10,000 sign-on bonuses and CNAs are being offered \$5,000. What up those of us here, now, providing care to our community. PeaceHealth needs to show us that they respect us and value us by offering us a retention bonus.”

**Hollie Harris, C.N.A., 4 South**

See the back for an update on our statewide safe staffing campaign. We're working in coalition with WSNA and UFCW21 to raise awareness about the staffing crisis, but legislators, the media, and our communities need to hear from us.

[see the back](#) 

## Demand Action From Hospitals To Support Safe Staffing by Sharing Your Staffing Story

Even if you've already submitted a survey, you can return to the form just to submit a video.

**Together, we will win safe staffing across the state.**

We're continuing to meet with legislators, connect members with the media, and tell our communities what health care workers need from hospitals. Your stories are more powerful than anything union staff can say. Would you take two minutes to fill out a short survey about staffing and record a 1-2 minute video to share your experiences?

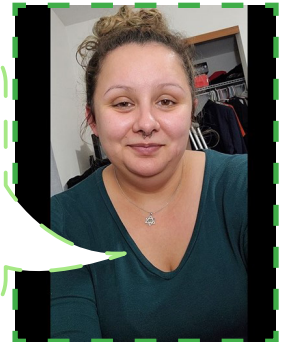


1199nw.org/3C6wS0F

## Here are stories your colleagues have shared with their elected representatives, media, and community:

"I love my job and I love my team, but short staffing is no joke, and patients' quality of care suffers when we don't have the proper amount of staff to make sure that people are safe... I want to make sure there aren't accidents. I don't want people falling, I don't want people getting sores, I don't want people dying... We just want everyone to get to go home and see their loved ones again."

– **Jessica Abel, Nursing Assistant Certified, Providence Sacred Heart, Spokane**



"We do not have enough nurses to care for the patients that we have... ICU nurses are taking 3 critically ill patients, putting these patients at risk. We chronically have non-ICU staff taking heavy ICU assignments because we don't have enough staff. We need help."

– **Nick Minton, critical care RN, Providence St. Peter, Olympia**



"I came home today, and I cried. I cried on the way home from work, I cried in the shower after work. Came home, couldn't hug my husband because I had COVID all over me. I worked in an under-supported role today, worked at a 4 to 1 ratio without support staff when the maximum ratio is 3 to 1 without support in a new unit where I didn't know where things were, and it sucked."

– **Jenna L., RN, EvergreenHealth, Kirkland**

