

# We are taking the next step to improve safe staffing for EVS

Our work in Environmental Services plays an essential role in ensuring patients receive safe, quality care in every part of the Swedish system. We stood up for ourselves and the patients we serve when we took action for a strong contract that included a commitment for Swedish to transition EVS to scheduling home area assignments. This change will help to foster teamwork, expertise and a clean care environment.

Over the last year, your EVS Safety Subcommittee, made up of frontline EVS staff and Swedish management, have met regularly to discuss and establish home area assignments in accordance with industry standards to ensure that all EVS work will be completed in a timely fashion. The daily assignments have been thoroughly reviewed to make the best effort for fairly balancing the daily tasks. When additional resources are needed for areas, management will authorize the use of per diems, part time staff, and/or overtime shifts before moving regular staff from their home area assignment.

## Our EVS Safety Subcommittee Progress

- ★ Investing 26 more FTEs for Swedish EVS employees instead of travelers
- ★ Master schedule that has a plan for every area, every day
- ★ Relief assignments with consistent home areas each pay period
- ★ Transparency in daily assignment expectations

We will build on this progress and continue to lift up EVS standards at Swedish to be the best place for EVS workers. Swedish needs to focus on recruitment and retention for all jobs by negotiating an incentive shift program and retention bonuses for us to make sure we have enough staff to fill vacant FTEs in our department.

## Next Steps

- ★ Each campus will hold a rebid for home area assignments by seniority within each shift.
- ★ Make sure you know when your rebid appointment is and that you will be able to attend either in person, on the Teams app, or by calling in by phone.
- ★ After the rebid is completed, each caregiver will then be scheduled in their home area assignment starting on July 17th.



“This moment is important because our EVS home area assignments are going to be implemented soon! This gives us the opportunity to take care of our home area units and treat them like our own home! This moment is also a victory for our health and wellness by reducing workplace injuries and ensuring sustainable workload limits. We have fought hard to make this happen, and we need to continue staying united to raise standards. Swedish/Providence needs to prioritize recruitment and retention to keep people here, fill the gaps, and make our program successful. We need to be ready to take action.”

- Angel Sherburne, EVS, Cherry Hill Campus, EVS Safety Subcommittee Cochair

## What should I do to prepare?

- ★ Make sure to read emails and communications from management as it will include important information about your rebid appointment. If you have questions or are not sure what you need to have ready, ask your supervisor or union delegate.
- ★ Review the available bid sheet. There are many home area assignments available for everyone to find one that you can accept. If what matters most to you is your scheduled start time, look for one that fits your individual needs. If you are most interested in having a specific work area and the start time of the shift is less priority, look for the home area with your preferred work area.
- ★ Consider having backup choices ready. Because rebids are by seniority, if someone with greater seniority selects your preferred option, it will no longer be available. Having a backup ready will help you make your selection during your rebid appointment.



We have fought for home area assignments since 2015 because we want to see respect for our seniority, and to feel like we belong as part of the team and feel like we have a home. We will be able to keep our areas clean with the right protocol and not cut corners. I'm excited because we will be able to say “this is our home areas” and be able to bring more staff in so that we don't have overloaded jobs anymore. We're here for patients and the community. We need to make sure Swedish brings back incentive pay so that we aren't short staffed anymore. We shouldn't go home and feel bad that we don't clean the areas as good as we could if we have enough staffing. When patients are coming their rooms should be ready for them and clean. We won and are ready to go forward.”

- Carmencita Smith, EVS, First Hill