

We are united for a strong contract

Our proposals to management have lifted up safe staffing, recruitment, and retention at St. Elizabeth Hospital. We need staffing that supports safe patient care and makes St. Elizabeth the best place to work. High patient loads and unfair practices around low census get in our way of providing the best possible care to our community. Recruiting and retaining staff is a multifaceted issue that directly impacts patient care and our bargaining team brought proposals to the table that help move us forward.

Staffing concerns escalation:

- ★ Give more autonomy to charge nurses to bring in staff when we are short, call per diem staff and offer overtime
- ★ Ability to escalate immediate issues to the director or administrator on call
- ★ New language to call out the ability of nurses to file staffing variance forms

Staffing committee:

- ★ Strengthen our state mandated Staffing Committee so RNs can have a voice in the creation of staffing plans
- ★ Add our Staffing Committee Letter of Understanding to the body of our contract to make sure we are holding management accountable to the staffing law

Low census protections:

- ★ Increase our low census fund from 600 to 1200 hours. (Remember if you are low censused, ask to use the fund!)
- ★ Add travelers to be the first cut in situations of mandatory low census
- ★ Add preceptor training to as an alternative to low census



“We are working diligently on the low census cut rotation and low census fund. We would like it clarified so that staff and travelers are cut fairly. Management wants to get rid of the low census fund altogether. We are proposing instead to increase the funds from 600 hours to 1200 hours and make these funds easier to use so we can count on our paychecks staying whole.”

- **Sherry Tomt, HRN**



“It’s important that we retain our regular staff. We don’t want a system that causes staff to lose hours over travelers, how would that help retention? I’ve had nights where the entire floor was staffed by travelers and I had to place 2 regular staff on call. Unless we want to see more travelers, we need a contract that protects our hours so we can continue to work here.”

- **Kelly Patton, RN Acute Care**



“We made good proposals including protecting the role of Charge Nurse as a resource to everyone. In Periop our Charge Nurses do not take patient loads and that is a really big help. When we have a sick call, or cases added on that will prolong the day, the Charge nurse helps make the day go smoother, including breaks. With a patient load, our Charge nurse would not be able to help to us. For all departments it would be really helpful for the charge to not take patient loads.”

- **Sara Peterson, RN Perioperative Services**



“Our daily work needs improvement. We would like our Nurse Staffing Committee to be turned into its own committee. It’s a problem now because nurse staffing plans are presented by a group who have no firsthand knowledge of the units. Our skills and knowledge as nurses need to be part of the staffing plan, with patient care as the top priority. This starts with having a nurse-led staffing committee to create good nurse staffing plans for each unit. We will continue to fight to make this a better place to work.”

- Jeanne Oden, RN Family Birth Center

Wages to recruit and retain

18% increase to all wage steps and scales on March 31, 2022

7% increase to all wage steps and scales on March 31, 2023

7% increase to all wage steps and scales on March 31, 2024

Increase Charge Nurse premium to **\$3.50/hour**

Contract expiration on June 30, 2024

Reach out to your bargaining team for info on next steps

Kelly Patton, Acute	Sherry Tompt, HRN
Cindy Anderson, ED	Katie Amer, OR
Mark Ignacio, ED	Jordyn Kusler, OR
Sherlene Smith, ED	Sara Peterson, OR
Jeanne Oden, FCBC	

We’re proud to welcome a new slate of officers and Executive Board members to lead us in this new chapter of our union.

Meet your officers!

From left to right: President Jane Hopkins, Secretary-Treasurer Yolanda King-Lowe, Executive Vice President Casey Rukeyser, Vice President Carol Lightle, Executive Vice President Robin Wyss, and Vice President Marie Neumayer (Vice President Kimela Vigil not pictured).



Get to know St. Elizabeth Hospital’s newly-elected Executive Board members!



Jeanne Oden
RN Family Birth Center



Chad Reilly
Radiologic Technologist