



We gave CHI Franciscan a roadmap to better staffing and better patient care

Our patients and community come first for us, the frontline staff. When we see staff leaving to work at other hospitals, and those vacancies not being filled quickly enough, something is wrong. CHI Franciscan now has our full economic and contract proposals that are a roadmap to restoring our hospital's ability to provide quality care to the Enumclaw community.

We are the experts: This is how you fix the staffing crisis

Staff are leaving St. Elizabeth for other hospitals and clinics where there is better staffing, higher pay, and nurses are able to get their breaks and feel rested. The needs that come with an increase in patients at our hospital are not being met with an appropriate increase in staff. Nurses are burnt out, not just from the pandemic, but from asking CHI Franciscan to do more, like provide a basic retention bonus and meaningful break relief. It was a mistake to allow areas like the HRN pool to get cut, and now the hospital is spending even more to get staff back. We presented proposals that will bring resources back to frontline staff through economics, respect, and having a greater voice in setting staffing standards for our departments.

Our proposals include:

- ★ Break Relief Nurse
- ★ Commitment to Workplace Safety
- ★ Callback Relief
- ★ Loyalty Incentive Bonus



“We need to address callback and rest between shifts for the OR. People are tired of sacrificing their paycheck to get rest and need to be compensated for working long hours along with having a real choice of being able to rest.”

– Katie Amer, RN Perioperative Services



“We are all concerned about staffing, the economics we proposed is going to address that. Right now, the HRN is acting as the pharmacist 16 to 19 hours per day. It is stressful, and often we don’t get breaks while performing many additional duties such as mixing medications for an infant. CHI Franciscan made a mistake trying to reduce HRN hours and now are trying to recruit us back. Other places are offering much more, with incentives and there is no incentive to stay. If they treated us with respect and paid us what we were worth, it would be more attractive, and we could recruit more staff.”

– **Sherry Tomt, HRN**



“We need reasons to stay here – the Enumclaw community depends on us; it is the only hospital in the area, and they trust us and we aren’t even meeting basic staffing requirements such as getting breaks. When my husband was recently at a Tacoma area hospital, all three departments had flex nurses come in and relieve his nurses for breaks consistently. The nurses were happy, well rested and many of them were previous CHI employees.”

– **Kelly Patton, RN Acute**



“The number of patients in the Emergency Department and number of deliveries in OB has increased. We need to increase staff with better wages, and we need to retain staff with bonuses and more reasons to stay.”

– **Jeanne Oden, RN FCBC**

CHI Franciscan needs to make the right choice

Our message is clear: invest in us, the frontline staff. We are confident that CHI Franciscan can do better for our patients and staff. Our bargaining proposals were created by us and our co-workers and address the needs of our community. We need CHI Franciscan to respond and make the same commitment to us that we have made for our community.

Share your staffing story and the impact it has had on patients:



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