

Safe Staffing Cannot Wait: Expand and Extend Incentive Shifts!

Bargaining team members met with management to discuss the upcoming expiration of incentive shifts. We made it clear that incentives must be extended and expanded to more job classes, with barriers removed for folks choosing to pick up incentive shifts like pre-approved vacation. Hundreds of positions remain unfilled across every job in the system, and incentive shifts help us meet some of that need. Management committed to honor payment for any incentive shifts already offered and accepted past January 31, but did not commit to extend incentive shifts.

Management needs to hear from all of us this week that incentive shifts need to be extended and expanded!



“They need to include EVS for incentive shifts, EVS keeps the hospital running. We make sure the rooms are clean and ready for patients to be able to move. We have a lot of open positions and we deserve to have incentive shift to help fill the holes just like other departments have been doing.”
- **Amie Ajmeh, EVS, Issaquah**



“We are seeing the difference that the incentives being offered has helped the hospital with staffing for so many months. What we need to be looking at are how other departments being short are causing throughput to get backed up, where we are needing that incentive to include more jobs than it currently does. We are seeing post-op patients being held up in PACU for hours because rooms aren’t cleaned or we don’t have the supplies needed to care for a patient, it’s a huge impact on whole hospital so we need it extended to other jobs.”
- **Delores Prescott, RN, First Hill**

**We are short _____
Swedish staff in our
department this shift.**

**Do the right thing:
Expand and continue
incentive shifts!**