

WESTERN STATE HOSPITAL: RESPECT OUR STAFFING!

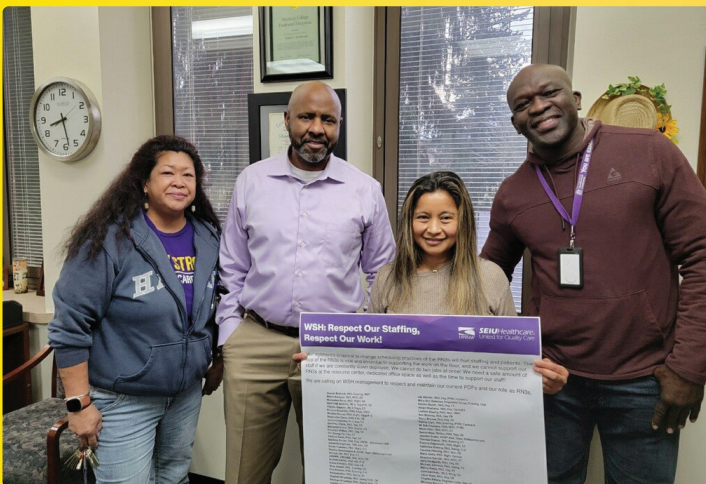
Our message is clear in response to Western State management's proposal to change scheduling practices: **IT WILL HURT STAFFING AND PATIENTS!**

The role of RN3s is vital and essential to supporting the work on the floor. We cannot provide that support to our staff if we are constantly down deployed. Our job description allows for 20% of our time to be down deployed, but currently we are only working our regular RN3s' duties ONCE a week. We cannot do two jobs at once! We need a safe amount of RN3s at the resource center, dedicated office space, as well as the time to support our staff!

Western's response to why this is happening: **TO SAVE ON OVERTIME COSTS**

WE ARE TAKING ACTION TO MAKE OUR VOICES HEARD!

A majority of our coworkers signed our petition for safe staffing and a safe workplace.



OUR ASKS TO WESTERN STATE MANAGEMENT IS CLEAR:

Respect and maintain our current staffing and our role as RN3s.

Where we are:

Our demands	Management's response
Unless there is a staffing emergency, WSH shall ensure safe staffing minimum of 5 RN3 covering each center for each shift. In the event of a staffing emergency WSH must maintain at least 3 RN3s covering each center.	WSH leadership will assign 2 RN3s per shift to cover each center.
Management shall not declare a staff emergency unless the overtime wheel has been exhausted.	The intent of having the RN3s assigned to the wards to meet base staffing is to ensure proper staffing within available resources and to incur cost savings.
No RN3 shall be expected to spend more than 24 hours of a 80 hour pay period down deployed. Any RN3 down deployed will be relieved of supervisory duties.	NO! RN3s will continue to do double duty.
Management and the union will approve permanent schedules with no changes in ward.	Permanent work schedules will be assigned by seniority no guarantee that staff will be kept on the same ward.
WSH shall maintain office spaces for the RN3.	There is no operational need for dedicated office space.

We have not agreed to any proposed changes from management. We held our second demand to bargain on **Friday, February 7** and have our next session on Feb 11th. We expect management to negotiate with us over these changes. We call on management to hold off on further implementation until we reach an agreement.

We will be holding action votes on February 12th and 13th. Keep in touch with your bargaining team for updates on times.



“The people who are making these decisions have no idea what’s going on. Management’s proposed changes will hurt staff and patients. They are just staying this is managements rights and we are going ahead. We need to take action!” **-Paul Singh, RN3 Days**



“There is not even miss communication, there is no communication from management! We are willing to do what we need to do to take care of our patients, but we are supposed to be a team. What management is doing is unacceptable.” **-Margaret Taylor, RN3 Civil Swing**



“Management’s actions are hurting staff and patients! We are getting calls from recruiters all the time and we are going to lose staff if management continues like this. Management should be working with us not against us” **-Debbie Hawkins, RN3, GAGE Days**



“This is not North Korea! Management needs to respect our voice and bargain in good faith! It’s time for us to take action. Come to an action vote!” **-Aboubacar Sidibe, RN3, BMT Nights**