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United for Quality Care
1199NW

St. Clare Hospital
August 20, 2024

BARGAINING UPDATE

Standing up for safety!

We came to the table ready to bargain and keep our patients, community, and ourselves safe. We shared with management that we need a real commitment to safety, security, and plan to keep us protected from workplace violence.

We're advocating for:

- St. Clare to follow safety laws in our hospital

- Additional security guards

- Additional security measures;
  - Ensure unauthorized individuals will not be able to access secured areas
  - Metal detectors in the ED
  - A safety communication device for everyone

- De-escalation training for everyone

"The real enemy of safety is not non-compliance but non-thinking."

–Oksana Petrova, Sonographer, Ultrasound

"We've opened management's eyes to how real the safety issues are within our hospital. They need to agree to make major changes to ensure the future safety of patients, staff and visitors."

–Sue Turner, NA 1, Dietary

"Safety is no accident. Investing in the safety of our hospital and staff means safer care for all our patients."
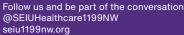
–Alex Torres Pharmacy Tech, Pharmacy

Safe staffing in our contract would look like:

- Contract language to reflect the new Hospital Staffing committee law

- Data sharing in the committee so we can track staffing concerns as they happen

- Contract language showing that St. Clare must follow staffing plans by law at minimum 80% of the time

- Having healthcare worker voices on the Hospital Staffing committee, together with WSNA colleagues, to help create and pass staffing plans

- Protections from mandatory overtime

- Ensure that standby or call shifts cannot be used as a loophole to force mandatory overtime

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Standing together with Virginia Mason union members advocating for safe staffing

Next Steps:

➥ Talk to your bargaining team member for updates from the table and actions

➥ **Our next bargaining dates are September 4 and September 17**

Join today!

We are stronger together. Scan the QR to become a member today!

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