

We Can Work Together to Improve Staffing

It's been almost 20 years since California enacted minimum registered nurse (RN)-to-patient ratios for hospitals. But, in spite of this union-supported legislation, the state still has a significant nursing shortage and unions take nurses on strike regularly because of staffing.

The staffing shortage is a national problem for healthcare – union or not. Even if a union is voted in, they don't have a supply of nurses ready to jump in.

We are committed to doing everything in partnership with you to look for solutions. Here are some of the steps we have taken to address staffing:

- Our turnover rate is down by more than 2.11% since June 30, 2022
- Our RN vacancy rate, accounting for travelers and upcoming travelers, is at 8.66%, more than one percentage point below the national pre-COVID-19 average of 9.9%
- Clinical Ladder as a tool to retain top talent and encourage engagement – there are 85 nurses on the Clinical Ladder at Penrose and St. Francis, receiving \$780,000 in monetary awards
- Updates to Equal Pay for Equal Work compensation
- Base-pay increases
- Increased tuition reimbursement
- Market and sign-on bonuses for high-need areas
- One-time PTO cash out
- Student loan assistance that started in 2022
- Childcare assistance for associates
- We have 17 new RNs coming to Penrose and St. Francis hospitals who have already accepted job offers

These efforts are done to retain top associates and attract new talent. We still face challenges, but we believe we are better when we work together.



peoplesworld.org • November 18, 2022

Short-staffing forces 22,000 Kaiser nurses into two-day strike in California



kqed.org • October 24, 2022

Multiple Bay Area Health Care Strikes Reflect a Workforce Under Increasing Strain

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