1199SEIU Short Staffing Form

Department __________________________ Date __________________
Job Title ____________________________ Shift _______________________

Concern:
- Lack of Staff ☐
- Lack of Supplies ☐
- Working Outside Job Description ☐
- High Number of Patients ☐

Manager/Supervisor Notified? Yes ☐ No ☐
Time Notified: _______

Was the problem corrected? Yes ☐ No ☐
Action Taken: ____________________________________________
Consequences: ____________________________________________

Was staff able to take breaks? Yes ☐ No ☐
Was staff able to take a 30-minute, uninterrupted non-paid lunch? Yes ☐ No ☐
Potential delays in patient care? Yes ☐ No ☐
Were you able to finish your assignment? Yes ☐ No ☐
Working outside of job description? Yes ☐ No ☐

Other:
________________________________________________________________
________________________________________________________________
________________________________________________________________
________________________________________________________________

Signature(s): ____________________________________________

CC: Union Delegate: __________________________________________
Administrative Organizer: _______________________________________
FAX to Union: _______________________________________________
Quality Care: It Takes A Team!

Delivering quality care requires a full healthcare team.

That's why 1199SEIU healthcare workers in Massachusetts advocate for safe staffing strategies that support all the needs of our patients through adequate staffing for the entire healthcare team.

As healthcare workers, we want our employers and the public to know:

**Our fight for improved staffing is a fight for better care.**

From patient registration to the lab to the operating room, when employers cut corners on staffing, they are cutting corners on care. When any member of the healthcare team is working with short or unsafe staffing levels, it is a barrier to quality care. Our advocacy for safe staffing strategies that encompass the entire healthcare team is a reflection of our individual and collective commitment to promoting quality care in the Massachusetts healthcare industry and beyond.

**The healthcare team includes all healthcare workers.**

As healthcare workers, we are all connected. Our ability to deliver quality care as a team is directly connected to staffing levels, not just for one or two positions, but in fact, for all positions at hospitals, nursing homes, clinics, and other medical facilities.

The diagnosis cannot be made if the samples are not analyzed. The operating room must be cleaned and sanitized before surgery can begin. Medication cannot be administered if the shelves are not stocked.

A voice for healthcare workers and an inclusive team approach to safe staffing are key factors in making healthcare work best for patients.

**Short and dangerous staffing is morally and fiscally irresponsible.**

Quality care requires safe staff-to-patient ratios for nurses and a wide range of other positions. Short and dangerous staffing levels lead to worse patient outcomes, increased employee turnover, re-admissions, misdiagnosis, and even fatalities. The long-term moral and fiscal costs of short or dangerous staffing levels inevitably outweigh any short-term institutional gains.

That's why training, joint labor-management projects and dialogue, along with patient-to-caregiver ratios should be implemented whenever necessary to protect quality care and to promote mutual goals of improving patient outcomes.