

FLEXING ISN'T FAIR FOR CAREGIVERS OR PATIENTS

Our hospitals are understaffed and management wants to make the problem worse by reserving the right to flex our jobs at their discretion.

Flexing is a problem that needs to be fixed at the bargaining table – not expanded. We need consistent working hours, and our patients need safe staffing. But our hospital executives only care about profits that are tied to their million-dollar paychecks.



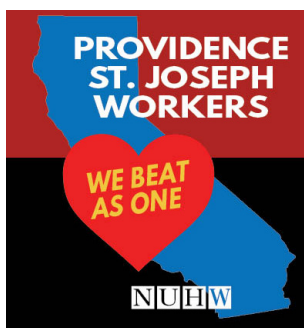
92 percent of bedside caregivers report that their shifts are understaffed at least once a week.



Nursing assistants report having to care for **20 patients at a time.**



Providence reported **net income exceeding \$126 million** at its Northern California hospitals in 2017.



This is a recipe for healthy profits, not healthy patients.

Let's unite for ourselves and our patients.

We beat as one. We care for all.

NUHW NATIONAL UNION OF
HEALTHCARE WORKERS