

## **A Message for our Bay Area Community**

We are dedicated nurses at Stanford Health Care and Packard Children's Hospital. We are demanding greater support and resources from our employers, out of love for our patients and our profession.

**Nurses are not invincible "heroes."** Even before the pandemic, we faced the consequences of a significant nursing shortage, including inadequate staffing and constant requests for extra work and overtime. We have stepped up to care for our community in the pandemic with little rest, recovery, or support to take care of our own exhaustion and trauma.

**Hospital administrators must acknowledge reality and invest in nurses.** Our expertise and commitment have earned both hospitals the prestigious Magnet distinction for excellence in nursing, but today many nurses are leaving the hospitals and even the profession because we are at our breaking point.

**We need strong contracts that acknowledge our contributions, improve working conditions, and ensure excellent patient care by:**

- **Providing real solutions for staffing that reflect severely ill patients' needs.** A world-class health system should ensure its nurses have the necessary resources and support to care for even the sickest patients without burning out.
- **Offering competitive wages and benefits** that address the growing cost of living and commuting in the Bay Area; reward nurses for loyalty to the hospitals; and recruit new nurses to join us in permanent positions. This is especially true in critical care units that struggle with recruitment and retention.
- **Working to address deep problems that are driving nurses out of the industry.** Nurses need accessible mental health support, the ability to schedule time off to rest and recover, and staffing that prioritizes patient care and nurse well-being.

**Because hospital executives have refused to agree to the common-sense solutions we proposed, more than 93 percent of Stanford and Packard nurses voted to strike.**

The decision to strike beginning April 25, and until we reach a fair agreement, is not one we take lightly. We are willing to make sacrifices today to secure long-term, sustainable solutions for our nursing profession and for our patients.

**We hope you will support nurses, our families, and our solutions for improved health care at Stanford and Packard hospitals.**

Sincerely,

**Stanford and Packard Nurses**