

Dear Chris, Bonnie, and Jay,

As a nurse on **(add your unit)**, I am writing to you this morning to ask that you recognize my value to this organization and my humanity by bringing a fair contract to the table. A fair contract does the following things:

1. Provides compensation for hard to fill roles like night shift and safety cares. This is about patient and nurse safety. Our community needs experienced nurses providing mental health care to its kids and experienced nurses overnight when provider coverage and other resources are more limited despite the fact that the kids are just as sick.
2. Provides fair and competitive compensation throughout the wage scale to help us recruit and retain the best nurses. Our patients need nurses that are able to afford to live near enough to the hospital that it makes sense to stay here rather than going to a different hospital to practice once we are trained enough to travel or find work elsewhere.
3. Recognizes us as human beings who get sick and whose family members get sick. We shouldn't have to choose between coming to work ill, something that could have dire consequences for our vulnerable patients, and getting disciplined for staying home when we have to. We also should not have to use our own sick leave to cover our absences when we get hurt working for you.
4. Recognizes us as human beings who need to be fully relieved of our work on all of the rest and meal breaks that we are legally entitled to take during our shifts, so that we can rest and take care of ourselves and come back ready to work hard for our patients and their families.

A workforce that is cared for is one that can care for others. The eyes of every nurse at Seattle Children's Hospital are on you as you decide what to do next, and more importantly, our community inside and outside the hospital is watching. Take care of us, so we can take great care of them.

Standing united,

(add your name)