



FBC Nurses Unite to Advocate for Fair Schedules at Sky Lakes

On Monday, March 18, a majority of the family birth center (FBC) nurses met with Sky Lakes management to present a petition asking management to collaborate with nurses to develop an improved scheduling matrix. The petition was signed by 86% of all FBC nurses.

What's the problem?

Earlier, Sky Lakes management developed a nurse scheduling matrix that was unsatisfactory to many in the unit. Management's matrix was developed unilaterally—without consulting nurses—and ignored nurses' stated preferences.

How we're fixing it.

FBC nurses care deeply about their patients. We are advocating for a predictable matrix and an adequate stretch of days off to ensure the highest patient care.

We've proposed creating an FBC scheduling committee, composed of three floor nurses and their two clinical managers, to jointly develop a scheduling matrix that satisfies as many nurses as possible.

Due to FBC nurses' advocacy, the employer has agreed to this concept in principle. [We sent the following letter to the employer and await their response.](#)

Unity brings power.

Initially, many FBC nurses were cautious and concerned about possible retribution. However, they stepped forward together in unison at the meeting to support their stewards, Aletta Mannix and Kristin Tyson.

Together, more than a dozen nurses spoke in support of the collaborative effort and read statements by others who could not attend. Collectively, their statements demonstrated that patient care was at the forefront of their thoughts in advocating for a better matrix.

FBC nurses have been meeting for several weeks to develop this proposal. Eighty percent of the unit met

with members of our ONA executive committee and labor reps. They worked together to advocate for each other. And now we're beginning to see results.

Thank you to the FBC nurses for standing up as a united front to advocate for each other and for their patients!