

Are you ready for Joint Staffing?

For 18 years, we have had the language, but nothing changed—until now.

Frontline workers, this is your win.



What is Joint Staffing?

Joint staffing is a powerful tool to address the root causes of the staffing crisis.

It is a labor-management process to provide budgeting, staffing, and scheduling at the unit level to ensure adequate backfill for time off and to ensure the highest possible quality patient care.

What happens next?

- Every UBT needs a Coalition labor co-lead or staffing champion to lead this work.
- UBTs will need a minimum of two to three 1-hour UBT meetings dedicated to joint staffing (Coalition-represented only).
- By August 2025, and annually thereafter, all UBTs must have structured joint staffing discussions and produce a staffing model (for Coalition-represented positions only) to submit to regional budget makers.

→ You're the expert.

Every Coalition-represented union member has a role in Joint Staffing. You know your work best and all UBT voices will need to be heard for this to be successful.

→ Role of the Coalition co-lead or staffing champion

- Attend a 3-hour training
- Lead on collecting necessary data and budget info
- Secure dedicated UBT meetings on Joint Staffing with necessary release time
- Follow up for additional info and feedback from UBT members
- Submit final staffing template to regional budget makers
- If needed, seek facilitation help from your UPR or UBT consultant, and escalate issues to your sponsor.

