



STATE EMPLOYEES ASSOCIATION OF NORTH CAROLINA

1621 Midtown Place • Raleigh, North Carolina 27609 • 1-800-222-2758 • seanc.org

August 5, 2026

Dr. Cristy Page

Chief Executive Officer, UNC Health
Dean, UNC School of Medicine
101 Manning Drive
Chapel Hill, NC 27514

Re: Opposition to the use of BidShift for nurse scheduling

Dear Dr. Page:

I write on behalf of the State Employees Association of North Carolina (SEANC) and the many UNC Hospitals employees who are among our members. We are following UNC Health's rollout of the BidShift scheduling system closely, and I am writing to register our opposition.

As we understand it, BidShift posts hard-to-fill shifts — nights, weekends and other historically unpopular slots — at a premium rate that falls as the shift date approaches. UNC Health has said this is not a “bidding” model and that it will not cut anyone's regular pay, and we take note of that clarification. But the design still rests on a principle we cannot accept: that the pay a nurse earns for a given hour of work should be set by a countdown clock and by how many colleagues are competing for the same slot.

Our contention is simple. Salaries should not be determined by a race to the bottom. A system that pays a nurse less the closer the shift gets has the incentive exactly backward: when a unit is short-staffed and the need is greatest, the price of the labor has already been driven down. Nurses have told us, and national nursing organizations have said publicly, that this kind of model produces more uncertainty and competition between colleagues and a workplace culture that pulls people apart rather than together. That is not a foundation for safe patient care, and it is not how North Carolina should treat the people who deliver it.

We would also ask UNC Health to consider the moment it has chosen for this experiment. The State Health Plan recently named UNC Health Alliance a preferred provider — a decision that steers hundreds of thousands of state employees, retirees and their families toward UNC for their care. Those state employees are our members. An organization that has just been entrusted with the health of North Carolina's public workforce should be the last to squeeze the pay of its own frontline caregivers.

We recognize that UNC Health faces real pressure to control costs and to reduce its reliance on travel nurses. Those are legitimate goals, and SEANC wants to be a partner in meeting them. But

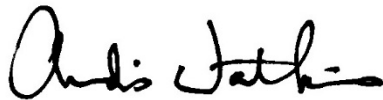
the answer to a staffing problem cannot be a pricing scheme that makes the job less predictable and less respected. Pay nurses fairly and consistently for the hard shifts, and they will sign up for them.

UNC Health has said it is gathering feedback and will adjust the system as necessary. We are offering that feedback now, on behalf of our members, and we ask that you:

- pause the BidShift rollout for premium and extra shifts;
- commit to a fixed, transparent premium for hard-to-fill shifts rather than a declining, competitive rate; and
- meet with SEANC and the affected nurses before any further implementation.

I would welcome the chance to discuss this with you directly. Your employees deserve a scheduling system built on respect for their work, not one that asks them to bid against one another.

Sincerely,

A handwritten signature in black ink, appearing to read "Ardis Watkins". The signature is fluid and cursive, with the first name "Ardis" being more prominent than the last name "Watkins".

Ardis Watkins

Executive Director

State Employees Association of North Carolina