



## Our Story

In 2015, the Pittsburgh City Council Wage Review Committee took testimony from hundreds of hospital workers, experts, and concerned citizens regarding the struggles of hospital workers. These individuals described the many challenges they faced working in hospitals for low wages, that were then summarized in a report issued by the Wage Review Committee in December of that year. This report spurred numerous conversations about how to address the many issues raised.



The Pittsburgh Wage Study grew out of one of these conversations held in a coffee shop in 2016 between Lisa Frank (SEIU), Barney Oursler (Pittsburgh United), Jeff Shook (SSW, University of Pittsburgh), and Ray Engel (SSW, University of Pittsburgh). This occurred when the Fight for \$15 was very visible, a local hospital system had decided not to campaign against the unionization of its lowest paid workers, and local political leaders and city council were interested in a living wage for local residents. Our underlying belief was researchers and community partners could jointly engage in rigorous research about the economic, health, and social well-being of lower-wage health care workers and advocate for improved wage and workplace conditions.

In 2017, the Pittsburgh Wage Study was formed and included additional faculty members from the University of Pittsburgh School of Social Work and Graduate School of Public and International Affairs, students from the undergraduate, master’s, and doctoral programs of these two schools, in addition to ongoing consultation with SEIU. Between 2018 and 2023, five waves of survey data were collected, supplemented and enhanced by three waves of in-depth interviews and one set of focus groups with workers.

This report catalogues the products and dissemination from the Pittsburgh Wage Study over the last nine years of this collaboration.

**Thank you to the organizations that provided financial support for this research:**

**From Barely Making it to...? The Effects of Wage Increases for Low Wage Workers (2022-2023)**

\$150,000 grant from the Heinz Endowments to assess the impact of a \$15 per hour wage floor on the economic well-being, family relationships, and physical and mental health of lower-wage healthcare workers and their families and disseminate findings from all five years of the Pittsburgh Wage Study.

**Assessing the Effects of COVID-19 on the Economic, Health, Mental Health, Workplace and Family Well-being of Health Care Workers (2020-2021)**

\$50,000 grant from the Heinz Endowments to examine the effects of COVID-19 on multiple aspects of well-being of health care workers.

**Examining effects of COVID-19 on Human Service Organizations (2020-2022)**

\$15,000 grant from the Florence Stier Faculty Development Fund in the School of Social Work at the University of Pittsburgh to examine effects of COVID-19 on the operation of human service organizations.

**Understanding the Effects of the Benefits Cliff on Low-Wage Workers and their Young Children (2019-2021)**

\$90,000 grant from the Robert Wood Johnson Foundation to investigate the effects of the benefits cliff on low-wage workers and their children.

**Raising the Minimum Wage to \$15: Effects on Pittsburgh Nonprofit Human Service Organizations (2019-2020)**

\$7,786 grant from the School of Social Work at the University of Pittsburgh to explore the implications of Governor Wolf's proposal to raise the minimum wage to \$15 for human service organizations.

**From Barely Making it to...? The Effects of Wage Increases for Low Wage Workers (2018-2020)**

\$250,000 grant from the Heinz Endowments to examine the effects of wage increases on the individual and family well-being of hospital workers.

**From Barely Making it to...? The Effects of Wage Increases for Low Wage Workers (2017-2018)**

\$41,250 grant from the Social Science Research Initiative at the University of Pittsburgh to examine the effects of wage increases on the individual and family well-being of hospital workers.

## Public Testimony

Shook, J. J. (2024). *Staffing and hospital worker well-being*. Testimony delivered to the PA House of Representatives.

Shook, J. J. (2024). *Well-being of Pittsburgh hospital workers*. Testimony delivered to the PA Attorney General's Office.

Shook, J. J. (2023). *Hospital workers' solutions to the workforce crisis*. Testimony delivered to Mayor Ed Gainey, Congresswoman Summer Lee, and State Representative Sara Innamorato. Pittsburgh, PA.

Shook, J. J. (2022). *The hospital workforce crisis*. Testimony delivered to the Inter-Governmental Task Force on the Workforce Crisis in Pittsburgh.

Shook, J. J. (2021). *Supporting low wage workers*. Testimony provided to the Democratic Policy Committee, Pennsylvania House of Representatives.

Shook, J. J. (2019). *How raising wages helps lower income workers*. Testimony delivered to the PA Democratic Policy Group's hearings on raising the minimum wage.

Bialik, L. (2019). *Findings from the Pittsburgh Wage Study*. Testimony delivered to State Representative Summer Lee.

Goodkind, S. (2018). *Initial findings from the Pittsburgh Wage Study on the impacts of low wages*. Testimony given to the Pittsburgh City Council.

Goodkind, S. (2018). *Initial findings from the Pittsburgh Wage Study on the impacts of low wages*. Testimony given to the Pittsburgh Wage Review Committee.

Shook, J. J. (2018). *Struggles of low wage workers*. Testimony given to the Pittsburgh Planning Commission.

Shook, J. J. (2016). *Findings from the Report of the Wage Review Committee*. Testimony delivered to the Pittsburgh City Council.

Engel, R. (2015). *Wage Disparities*. Testimony given to the Pittsburgh Wage Review Committee.

## Invited Public Presentations

Shook, J. J. (2024). *A necessary win*. Presentation at a press conference on working conditions among WPIC nurses.

Shook, J. J. (2024). *The struggles continue*. Presentation at a press conference on working conditions among WPIC nurses.

Shook, J. J. (2024). *Hospital workers' experiences during the staffing crisis*. Presentation at a press conference on working conditions among WPIC nurses.

Shook, J. J. (2023). *Hospital workers' solutions to workforce crisis*. Presentation at Pittsburgh Mayor Ed Gainey's press conference.

Shook, J. J. & Goodkind, S. (2022). *Findings from the Pittsburgh Wage Study*. Presentation given to the President of the Cleveland-Pittsburgh Federal Reserve Bank.

Shook, J. J. & Ballentine (2022). *Leaving the Bedside*. Presentation to Mayor Ed Gainey and Hospital Workers.

Shook, J. J. (2021). *Underpaid in Pittsburgh?* Panel presentation at the Pitt Diversity Forum.

Shook, J. J. (2021). *Transforming policy through research: Challenges and opportunities*. Presentation for the Federal Reserve Bank of Cleveland Policy Summit.

Shook, J. J. (2021). *Material hardships and financial insecurity among hospital workers*. Presentation for bargaining session between Allegheny General Hospital and SEIU Healthcare PA.

Shook, J. J. (2019). *Health care workers and medical debt: A conversation with Senator Gillibrand*. Moderated discussion at campaign event.

Shook, J. J. (2017). *Preliminary findings from the Pittsburgh Wage Study*. Presentation at Hospital Workers Rising Meeting.

Shook, J. J. (2017). *Preliminary findings from the Pittsburgh Wage Study*. Presentation given to local, state, and federal policy makers and staff.

Shook, J. J. (2017). *Preliminary findings from the Pittsburgh Wage Study*. Presentation at Press Conference in Mayor Bill Peduto's Office.

Engel, R. (2015). *Panel Presentation on Wage Disparity*. University of Pittsburgh.

## Public Reports & Research Briefs

Pittsburgh Wage Study (2025, March). *Why unions matter: A comparison between unionized and non-unionized hospital workers*.

Pittsburgh Wage Study. (2025, February). *Medical debt among Pittsburgh hospital workers*.

Schleitwiler, T., Tillman, H., Thyberg, C., Goodkind, S., Shook, J. J., Engel, R., Woo, J., & Kim, S. (2023, August). [\*"I went back to the bedside because we need to save healthcare": Worker-generated solutions for the challenges facing hospital workers.\*](#)

Ballentine, K. B., Goodkind, S., Shook, J. J., & Tillman, H. (2022, July). [\*Earned income tax credit access.\*](#)

Shook, J. J., Woo, J., Ballentine, K., Goodkind, S., Tillman, H., Jones-Casey, G., & Engel, R. (2022, April). [\*Leaving the bedside: Findings from the Pittsburgh Hospital Workers Survey\*](#)

Goodkind, S., Jones-Casey, G., & Tillman, H. (2021, November). [\*"We're putting our lives on the line here": Lessons learned from essential hospital workers' early pandemic experiences.\*](#)

Pittsburgh Wage Study. (2021, July). [\*One year into the COVID-19 pandemic: Mental health of healthcare workers.\*](#)

Pittsburgh Wage Study. (2021, July). [\*Moving beyond \\$15: Comparing hardships among healthcare workers earning above and below \\$20/hour.\*](#)

Pittsburgh Wage Study. (2021, May). [\*Motivations, barriers, and strategies: Perceptions of human services organizations to proposals to raise the minimum wage.\*](#)

Pittsburgh Wage Study. (2020, December). [\*Pathways from hardships to health among low-wage workers.\*](#)

Pittsburgh Wage Study. (2020, April). [\*Raising wages of low-wage workers: Does it help?\*](#)

Pittsburgh Wage Study. (2020, April). [\*Public transit helps essential hospital workers get to work.\*](#)

Pittsburgh Wage Study. (2020, March). [\*Can healthcare workers' family incomes support their families?\*](#)

Pittsburgh Wage Study. (2020, March). [\*"Without us the hospitals wouldn't stay open": Essential contributions of service workers.\*](#)

Pittsburgh Wage Study. (2020, January). [\*Is \\$15 enough: Understanding the struggles of low-wage workers.\*](#)

Pittsburgh Wage Study. (2018, September). [\*Hospital service workers & housing hardships.\*](#)

Pittsburgh Wage Study. (2017, December). [\*Research Brief: Pittsburgh Wage Study Preliminary Findings.\*](#)

Ballentine, K., Thyberg, C., Schleitwiler, T., Tillman, H., Goodkind, S. & Shook, J. J. (Forthcoming). What happens when the fight for \$15 and a union is won? Understanding workers' perceptions and implications for organizing. *Social Service Review*.

Wexler, S., Kim, S., Engel, R. J. , & Goodkind, S. (Forthcoming). From invisible workers to pandemic heroes but still struggling: Lower-wage hospital workers' challenges before, during, and after COVID-19. *Families in Society*.

Woo, J., Shook, J., Tillman, H., Vang, H., & Goodkind, S. (Forthcoming). Unionization in healthcare: Navigating the impact on working conditions and worker outcomes in hospital settings. *Labor Studies Journal*.

Kim, S., Woo, J., Engel, R., Goodkind, S., & Shook, J. (2025). COVID-19-era government cash transfers and one year after: Material hardship and mental health among full-time hospital workers. *Journal of Social Service Research*, 51(3), 948-959.

<https://doi.org/10.1080/01488376.2025.2465336>

Kim, S., Thyberg, C., Engel, R., Wexler, S., & Woo, J. (2024). Does working full-time guarantee hospital service workers' material well-being? A latent class regression analysis. *Social Work Research*, 48(4), 253-264. <https://doi.org/10.1093/swr/svae020>

Tillman, H., Huerta, C., Engel, R., & Shook, J. (2024). Human service organizations' responses to the Covid-19 pandemic: Challenges and innovative solutions. *The Tropman Report*. <https://cdn-5f05fc84c1ac181b540e1330.closte.com/wp-content/uploads/2024/10/Tropman-2024.pdf>

Ballentine, K. L., Goodkind, S., Waton, A., Thyberg, C. T., Schleitwiler, T. & Shook, J. J. (2024). From going on vacation to falling off a benefits cliff: Understanding the range of low-wage workers' perceptions of a union-negotiated wage increase. *Journal of Community Practice*, 32(3), 297-314. <https://doi.org/10.1080/10705422.2024.2385620>

Ballentine, K. L., Woo, J., Tillman, H., & Goodkind, S. (2023). "You have to keep in mind that you're dealing with people's lives": How hospital service workers enact an ethic of care. *New Solutions: A Journal of Environmental and Occupational Health Policy*, 33(1), 25-36. <https://doi.org/10.1177/10482911231164906>

Wexler, S., Kim, S., Engel, R., Woo, J. & Shook, J. J. (2023). Can workers and their families live on a living wage. *Journal of Sociology and Social Welfare*, 31(4), 30-55. <https://doi.org/10.15453/0191-5096.4746>

Woo, J., Shook, J., Goodkind, S., Ballentine, K., Engel, R, Kim, S., & Petracchi, H. (2023). Do wage increases help? Wage increases and material hardships among low-wage hospital workers. *Journal of Human Behavior in the Social Environment*, 33(2), 198-211. <https://doi.org/10.1080/10911359.2022.2036282>



Shook, J. J., Goodkind, S., Ballentine, K., Woo, J., Tillman, H., Engel, R. & Schleitwiler, T. (2023). Using research to build power: The Pittsburgh Wage Study. *Journal of Community Practice*, 31(3-4), 488-508. <https://doi.org/10.1080/10705422.2023.2272152>

Ballentine, K., Goodkind, S., & Shook, J. (2022). How low-paid parents navigate the complex financial landscape of benefits cliffs and disincentive deserts. *Health Affairs*, 41(12), 1707-1714. <https://doi.org/10.1377/hlthaff.2022.00742> [Selected as a Health Affairs top 10 editor's pick for 2022]

Woo, J., Ballentine, K., Shook, J. J., Engel, R., & Goodkind, S. (2022). Material hardships, perceived stress, and health among low-wage hospital workers. *Health and Social Work*, 47(10), 19-27. <https://doi.org/10.1093/hsw/hlab038>

Tillman, H., Huerta, C., Shook, J. J., Williams, D. & Engel, R. (2021). Perceptions of human service organization leaders to raising the minimum wage. *The Tropman Report*. <https://forbesfunds.org/wp-content/uploads/2021/02/Tropman-FINAL.pdf>

Ballentine, K., Goodkind, S., & Shook, J. J. (2020). From scarcity to investment: The range of strategies used by low-income parents with “good” low-wage jobs. *Families in Society*, 101(3), 260-274. <https://doi.org/10.1177/1044389420929619>

Shook, J. J., Goodkind, S., Engel, R. J., Wexler, S., & Ballentine, K. (2020). Moving beyond poverty: Effects of low-wage work on individual, social, and family well-being. *Families in Society*, 101(3), 249-259. <https://doi.org/10.1177/1044389420923473>

Steiner, E., Wexler, S., & Engel, R. (2020). Examining experts' arguments for increasing the minimum wage: Insights for social work advocates. *Advances in Social Work* 20(3), 559-571. <https://doi.org/10.18060/23984>

Wexler, S., Engel, R. J., Laufer, T., & Steiner, E. S. (2020). “We’re not the enemy and we’re not asking for the world”: Low-wage hospital service workers’ advocacy for fair wages. *Journal of Sociology and Social Welfare*, XLVII, 123-148. <https://doi.org/10.15453/0191-5096.4270>

Wexler, S., Engel, R. J., Steiner, E., & Petracchi, H. (2020). “It is truly a struggle to survive”: The hardships of living on low wages. *Families in Society*, 101(3), 275-288. <https://doi.org/10.1177/1044389420928270>

## Peer-Reviewed Abstracts

Woo, J. & Engel, R. (2022). Understanding older health care workers’ burnout during COVID-19. *Innovation in Aging*, 6(Supplement\_1), 460. <https://doi.org/10.1093/geroni/igac059.1792>

## Journal Articles Under Review & In Progress

Tillman, H. & Schleitwiler, T. "Are we violating our own Code of Ethics?": Hospital social workers' challenges and solutions to improve worker retention and patient care.

Woo, J., Goodkind, S. & Shook, J. J. The impact of medical debt on mental health among hospital workers.

## Academic Conference Presentations

Kim, S., & Woo, J. (2025). *Long COVID-19 to essential healthcare workers: Material hardship and mental health*. Poster presentation at the 29<sup>th</sup> annual meeting of the Society for Social Work and Research.

Woo, J., Tillman, H., & Kim., S. (2025). *Second Job Holding and Extended Working Hours Among Hospital Workers: Implications for Mental Health*. Poster presentation at the 29<sup>th</sup> annual meeting of the Society for Social Work and Research.

Kim, S., Woo, J., Engel, R., Goodkind, S., & Shook, J. (2024). *COVID-19 cash transfers and one year after: Material hardship and mental health among full-time hospital workers*. Poster presentation at the 46<sup>th</sup> annual program meeting of the Association for Public Policy Analysis & Management.

Tillman, H., & Schleitwiler, T. (2024). *"Are we violating our own Code of Ethics?": Hospital social workers' challenges and solutions to improve worker retention and patient care*. Paper presentation at the 28<sup>th</sup> annual meeting of the Society for Social Work and Research.

Ballentine, K., Woo, J., Tillman, H., Shook, J., & Goodkind, S. (2023). *Building community power through research to understand how healthcare job quality harmed workers' mental health and contributed to the great resignation*. Presentation at the 27<sup>th</sup> annual meeting of the Society for Social Work and Research.

Woo, J., Ballentine, K., Goodkind, S., & Shook, J. J. (2023). *Understanding the burnout of low-paid healthcare workers during Covid-19*. Paper presentation at the 27<sup>th</sup> annual meeting of the Society for Social Work and Research.

Huerta, C., Tillman, H., Shook, J., & Engel, R. (2023). *Human Service Organizations Responses to the COVID-19 Pandemic: Challenges and Innovative Solutions*. Paper presentation at the 27<sup>th</sup> annual meeting of the Society for Social Work and Research.



Ballentine, K. L. (2022). *Job quality factors associated with burnout, secondary trauma, and compassion satisfaction among healthcare workers*. Presentation at the Labor and Employment Relations Association 75<sup>th</sup> Annual Meeting.

Woo, J. & Ballentine, K. L. (2022). *Caregivers' burden when working in the healthcare industry amid the COVID-19 pandemic*. Presentation at the Work and Family Researchers Network 6th Biannual Conference.

Ballentine, K. L., Goodkind, S., & Shook, J. (2022). *Using life history calendars to understand the benefits cliff among lower-wage parents*. Presentation at the Association for Public Policy and Management.

Ballentine, K. L., Goodkind, S., Shook, J., Gomez, E., & Patel, N. (2022). Oral Paper submitted as ePoster due to COVID-19. *Examining how raises affect public benefits access for lower wage workers in the era of the fight for \$15*. Poster presentation at the 26<sup>th</sup> annual meeting of the Society for Social Work and Research.

Huerta, C., Williams, D., Shook, J., Engel, R., Tillman, H. (2022). *Motivations, Barriers, and Strategies: Perceptions of Human Service Organizations to Proposals to Raise the Minimum Wage*. Paper presentation at the 26<sup>th</sup> Annual Conference of the Society for Social Work and Research.

Engel, R.J., Wexler, S., & Kim, S. (2022). Oral Paper submitted as ePoster due to COVID-19. *Can workers and their families live on a living wage?* Presentation at the 26<sup>th</sup> annual meeting of the Society for Social Work and Research.

Kim, S. (2022). *A latent class analysis of essential workers' hardships: Effects of wages, public benefits, and demographics*. Poster presentation at the 43<sup>rd</sup> annual program meeting of the Association for Public Policy Analysis & Management

Wexler, S., & Engel, R. (2021). *Speaking truth to public officials: Arguments for raising the minimum wage. Symposium: Social Work and Income Policies: Re-Centering Advocacy*. Presentation at the 25<sup>th</sup> annual meeting of the Society for Social Work and Research.

Ballentine, K., Woo, J., & Goodkind, S. (2021). *A qualitative study of work-family conflict among low-wage parents: The role of workplace climate*. Presentation at the 25<sup>th</sup> annual meeting of the Society for Social Work and Research.

Goodkind, S, Hyde, C., Haley, A., Ballentine, K. L., & Allmang, S. (2021). *Social work's role in addressing precarious, undervalued work across labor sectors*. Roundtable presentation at the 25<sup>th</sup> annual meeting of the Society for Social Work and Research.

Woo, J., Ballentine, K. L., Kim, S., Shook, J., Goodkind, S., Engel, R., Wexler, S., & Petracchi, H. (2021). *Public vs. private: Do strategies to make ends meet moderate the relationship between financial insecurity and stress?* Poster presentation at the 25<sup>th</sup> Annual Conference of the Society for Social Work Research,

Woo, J., Ballentine, K. L., Engel, R., Shook, J., & Goodkind, S. (2020). *Relationships among Material Hardships, Perceived Stress, and Health among Low-Wage Workers*. Presentation at the 66<sup>th</sup> CSWE Annual Program Meeting.

Ballentine, K. L. & Woo, J. (2020). *A qualitative study of work-family interaction among low-income hospital workers with a "high road" employer*. Presentation at the Work Family Research Network.

Woo, J. & Ballentine, K. L. (2020). *More money? More problems? Good jobs do not prevent workers' stress from spilling over to their health*. Presentation at the Work Family Research Network.

Goodkind, S., Ballentine, K., Wexler, S., Waton, A., Shook, J. J. & Engel R. (2020). *The social construction of deserved wage: How do low-wage hospital workers respond to income inequality*. Presentation at the 24<sup>th</sup> Annual Meeting of the Society for Social Work and Research.

Woo, J., Shook, J. J. & Goodkind, S. (2020). *Low-wage workers' perceptions of their union: Variation within unionized workers*. Poster presentation at the 24<sup>th</sup> Annual Meeting of the Society for Social Work and Research.

Kim, S., Woo, J., Shook, J. J., Ballentine, K., Goodkind, S., Engel, R. & Wexler, S. (2020). *Is \$15 enough? Understanding the struggles of low-wage workers*. Presentation at the 24<sup>th</sup> Annual Meeting of the Society for Social Work and Research.

Shook, J. J., Goodkind, S., Frank, L., Jones-Casey, G., & Brewer, B. (2020). *Collaborating with stakeholders to study the lives of low-wage workers: Engaging and sustaining relationships with community partners*. Roundtable at the 24<sup>th</sup> Annual Meeting of the Society for Social Work and Research.

Wexler, S., Engel, R., Petracchi, H. & Steiner, E. (2020). *"Robbing Peter to pay Paul": Low-wage workers' hardships and survival strategies*. Presentation at the 24<sup>th</sup> Annual Meeting of the Society for Social Work and Research.

Ballentine, K. L. (2020). *"I could have been there to help him more": A qualitative study of work-family conflict among low-wage hospital workers with dependent children*. Presentation at the 24<sup>th</sup> Annual Conference of the Society for Social Work Research.

Shook, J. J. (2019). *A living wage as a human right in U.S. and comparative context*. Paper presented at Social Globalization, Catholic College of Applied Social Services, Cologne, Germany.

Shook, J. J., Goodkind, S., Engel, R., Ballentine, K., Wexler, S., Petracchi, H., Woo, J. (2019). *Raising wages of low wage workers: Does it Help?* Presentation at the 23<sup>rd</sup> Annual Conference of the Society for Social Work Research.

Wexler, S., Laufer, T., Jacobson, D., Shook, J. J., & Engel, R. (2019). *"We're not the enemy and we're not asking for the world": Low-wage hospital workers' advocacy for fair wages*. Presentation at the 23<sup>rd</sup> Annual Conference of the Society for Social Work Research.

Ballentine, K. L., MacKenzie, K. & Goodkind, S. (2019). *What happens when the fight for \$15 is won? Strategies to cope with hardship among low-wage parents*. Presentation at the 23<sup>rd</sup> Annual Conference of the Society for Social Work Research.

Shook, J., Goodkind, S., Engel, R., Ballentine, K. L., Wexler, S., Petracchi, H. & Woo, J. (2019). *Raising wages of low wage workers: Does it help?* Annual Meeting of the Society for Social Work Research. Presentation at the 23<sup>rd</sup> Annual Conference of the Society for Social Work Research.

Goodkind, S., Shook, J. J., Hill, H., & Ballentine, K. (2018, January). *Studying the impact of raising wages of low-wage workers*. Roundtable at the 22<sup>nd</sup> Annual Conference of the Society for Social Work and Research.

### Invited Academic Presentations

Ballentine, K. & Shook, J. J. (2024). *The Pittsburgh Wage Study: Care work in the Steel City*. Presentation at the Future of Care Work Convening, Cornell University.

Ballentine, K. L. (2022). *How low-paid parents navigate the complex financial landscape of benefits cliffs & disincentive deserts*. Panel on Equitable Social Supports, Health Affairs virtual event.

Ballentine, K. L. (2019). Low-wage work and parenting: Evidence from the Pittsburgh Wage Study. Psychology Outreach Lunch Series, Psychology Department, University of Pittsburgh, Pittsburgh, PA.

Ballentine, K. L. (2018). What is the effect of wage increases on worker well-being? Pittsburgh Wage Study Symposium, Pittsburgh, PA.

Shook, J. J. (2018). Toward policies to support low wage workers: What does the evidence tell us? Pittsburgh Wage Study Symposium, Pittsburgh, PA.

## Media Mentions & Appearances

Siriwardane, V. (2025, February 20). [Post-pandemic labor actions are reshaping hospital pay and staffing](#). *PublicSource*.

Williams, C. (2024, September 24). [Nurses say Western Psych is in crisis as they push for a new contract with UPMC](#). *Pittsburgh City Paper*.

Anderson, J. (2024, September 23). [Nurses call on UPMC to address chronic understaffing, bed closures at Western Psych](#). *Pittsburgh Post-Gazette*.

Burdelski, J. (2024, September 23). [UPMC Western Psych nurses warn staffing shortages degrading patient care](#). *Pittsburgh Tribune-Review*.

Kasner, A. (2024, September 23). ["More scrubs, less suits": SEIU calls for funding, staffing and conditions changes at Western Psychiatric Hospital](#). *The Pitt News*.

Harris, N. (2022, July 7). [The complicated reality of a healthcare career in Pittsburgh](#). *PublicSource*.

Deto, R. (2022, June 21). [Raises for West Penn, Allegheny General nurses could help retain workers, union says](#). *Pittsburgh Tribune-Review*.

Editorial. (2022, April 26). [Nursing, teaching, trucking—a trifecta of burnout](#). *Pittsburgh Tribune-Review*.

News staff. (2022, April 26). [Survey: 93% of Pittsburgh hospital workers thinking of walking of the job](#). *KDKA Radio*.

Bartos, M. (2022, April 26). [Survey: 93% of Pittsburgh hospital workers thinking about leaving profession](#). *KDKA CBS News*.

Deto, R. (2022, April 25). [Survey: 93% of Pittsburgh hospital workers are thinking about leaving profession](#). *Pittsburgh Tribune-Review*.

Boden, S. (2022, April 25). [Pittsburgh hospital workers say short staffing and low pay is causing burnout, survey finds](#). 90.5 WESA NPR.

Guza, M. (2022, February 24). [Hospital worker survey will help Gainey administration understand industry challenges](#). *Pittsburgh Tribune-Review*.

Press, A. N. (2021, November 18). [University of Pittsburgh Medical Center workers are on strike for incredibly reasonable demands](#). *Jacobin*.

Poston, L., & Goodkind, S. (2021, November 15). [It's time for UPMC to do more than fly banners for our health care heroes.](#) *Pittsburgh Tribune-Review*.

Lindstrom, N. (2021, November 5). [Some UPMC workers plan 1-day strike, call for right to unionize without retaliation.](#) *Pittsburgh Tribune-Review*.

Gough, P. J. (2021, November 5). [Some UPMC employees plan to strike Nov. 18.](#) *Pittsburgh Business Times*.

Deto, R. (2021, November 5). [UPMC workers announce upcoming strike to demand higher pay, better staffing levels.](#) *Pittsburgh City Paper*.

Routh, J. (2021, July 7). [Local health care workers detail hospitals' myriad COVID-era struggles, urge political action.](#) *Pittsburgh Post-Gazette*.

Frazier, A., & Shook, J. (2021, March 2). [Time to talk about UPMC wages.](#) *Pittsburgh Tribune-Review*.

Petras, M. (2021, February 25). [Longstanding differences remain on increasing the minimum wage, and there's a new concern: Is \\$15 an outdated ask?](#) *PublicSource*.

Lynn, H. (2021, February 9). [Gov. Wolf hopes to increase Pa. minimum wage to \\$12 by 2021, and \\$15 by 2027.](#) *Pittsburgh City Paper*.

Twedt, S. (2019, July 12). [Sen. Gillibrand voices support for UPMC workers' union organizing drive.](#) *Pittsburgh Post-Gazette*.

Koscinski, K., & Gavin, K. (2019, July 2). [Low-wage living takes a physical and mental toll.](#) *The Confluence, WESA, Pittsburgh's NPR News Station*.

West, E. (2019, June 3). [Pittsburgh, Allegheny County governments are on track to reach \\$15 minimum wage. Some ask: Is \\$15 enough?](#) *PublicSource*.

Deto, R. (2019, April 24). [Longtime UPMC Presbyterian employee spearheads fight for living wage.](#) *Pittsburgh City Paper*.

Deto, R. (2019, April 22). [What would a \\$15 minimum wage mean for Pittsburgh workers?](#) *Pittsburgh City Paper*.

Lomax, T., & Moore, D. (2018, August 6). [Can a tight labor market convince employers to hire workers with criminal records?](#) *Pittsburgh Post-Gazette*.

Site editor. (2017, December 18). [Pitt Study: Wage increases provide some relief for hospital workers.](#) *New Pittsburgh Courier*.

Siptio, J. (2017, December 6). Wages. *KDKA Radio*.

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Shook, J. (2017). Findings of the Pittsburgh Wage Study. *KQV Radio*.

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