

Dear Good Samaritan Management:

We, the WSNA & SEIU1199NW Staffing Committee Representatives at Good Samaritan Hospital, write to express our disappointment with MultiCare's refusal to hear nurse and healthcare worker's concerns regarding staffing and safety at Good Samaritan. Many nurses and healthcare workers at Good Samaritan have informed our managers through our Unit Based Staffing Committee (UBSC) or informal discussions about the need for better staffing on many units in the Hospital. Our bargaining teams are also currently fighting management's proposed takeaway to our free flex and free charge nurses as a contract right. MultiCare's actions have made it clear that nurse concerns regarding staffing, safety and patient care in the Hospital are not important to management. MultiCare's behavior indicates it is not only uninterested in improving our staffing and safety, but also wants to take away existing staffing protections we previously fought for and won.

When we raise staffing and safety issues at the bargaining table, MultiCare tells us to express those concerns at staffing committee, through our LMC or UBSCs. When we express those concerns in those committees, MultiCare still refuses to collaborate on changes consistent with those concerns. Our Hospital Staffing Committee is meant to be a vehicle for management to hear nurse and healthcare workers' concerns and collaborate on staffing plans to address those concerns. It is not meant to be a check-off for MultiCare to do the bare minimum.

Today, our Union representative fired us from our roles in staffing committee – as our attendance on this committee merely condones MultiCare's approach to staffing committee as a check-off to its own refusal to improve staffing and safety at Good Sam. Our Unions refuse to see MultiCare redirect and shuttle us between avenues that do nothing to produce actual change.

We remain willing to meet and discuss our proposed changes to staffing in the Hospital at the bargaining table.

Signed,

The union members of the MultiCare Good Samaritan staffing committee