

September 24, 2025

VIA USPS FIRST CLASS MAIL

Janeen Reding
Human Resources
Kittitas Valley Healthcare
603 S. Chestnut St.
Ellensburg, WA. 98926

RE: CEASE AND DESIST from Unlawful Interference with Employee Rights to Organize and Bargain Collectively

Dear Janeen,

This letter serves as a formal demand that you immediately cease and desist from all unlawful interference, restraint, coercion, or discrimination against employees at KVH who are exercising their rights to organize and engage in collective bargaining.

As you are aware, under Washington's collective bargaining laws, specifically RCW 41.56.040, public employees have the right to organize and designate representatives of their choosing for purposes of collective bargaining or exercise other rights free from interference, restraint, coercion, or discrimination. Furthermore, RCW 41.56.140(1) states that it is an unfair labor practice for an employer to interfere with, restrain, or coerce public employees in the exercise of these rights.

Your recent implementation of the document "Commitment to Co-Workers" for WSNA represented nurses at KVH to sign, constitutes a direct violation of RCW 41.56.140(1).

We demand that you immediately cease and desist from all such illegal activities. We also demand that you take all necessary steps to ensure that all KVH managers and supervisors are educated on and comply with Washington's collective bargaining laws to prevent any future violations.

Sincerely,

Laurie Robinson

Laurie Robinson, RN, CEN
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Washington State Nurses Association
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