

VIA EMAIL

August 6, 2021

Holly Beauchene
Director of Human Resources
Seattle Children's Hospital

RE: Covington & Burling Assessment

Dear Holly,

We understand that Covington & Burling has completed their Assessment of Seattle Children's, and that the Seattle Children's Hospital Board of Trustees has adopted all of their subsequent Recommendations. We further understand that the Board of Trustees has directed the Seattle Children's Executive Leadership Team to establish a task force to develop an action plan for these recommendations by Sept. 1.

Earlier this week, Seattle Children's asked to partner with WSNA to address staffing concerns. WSNA immediately agreed and we had a productive initial conversation yesterday, one which was transparent and frank in nature. WSNA would like to continue such partnering for issues and concerns of the WSNA-represented RNs.

Per the summary of Covington's Recommendation VI: Listen to the Workforce, WSNA formally requests and strongly encourages that WSNA representatives be included on the task force. WSNA is the sole bargaining representative for 1,800 RNs at Seattle Children's, the single largest group of workers within your organization. Within this group of workers, zero percent identify as Black; as of the most recent EEO report, 15 RNs working at Seattle Children's identify as Black. That is a number that has not increased over the past three years. If Seattle Children's wants to do better in increasing diversity among the nursing workforce, nurses need to have a seat at the table. If Seattle Children's wants to do better in hearing from and taking meaningful action on issues of diversity, equity and inclusion among the nursing workforce at Seattle Children's, these nurses need to be acknowledged in safe and open forums; that starts with WSNA RNs having a seat at the table. We ask that two RNs of our choosing be expediently appointed to this task force. We further ask that these WSNA RNs be compensated at their regular rate of pay for their time spent participating on this task force and doing this important work.

WSNA is profoundly disappointed that Seattle Children's has elected to not comply with Recommendation VII from the report: Communicate Transparently, in that you have elected to withhold the complete report and entirety of Covington & Burling's findings, including their full recommendations. In order to carry out our

responsibilities as the exclusive collective bargaining representative of the nurses employed at Seattle Children's Hospital, WSNA formally requests that you provide us with the following information related to the working conditions of our represented RNs:

- The complete and full findings of Covington & Burling's assessment and investigation.

We understand that some individuals may have participated in the investigation with a request that their comments remain confidential. We allow that when appropriate for reasons of stated confidentiality by the participant, these names be redacted.

Please provide this information as soon as possible, but no later than the close of business on August 10, 2021.

Thank you, in advance for your courtesy and cooperation regarding this matter.

Respectfully,

Sydne James

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