

We would like to express our deep concern regarding Bonnie's absence from union contract negotiations with the Washington State Nurses Association (WSNA) bargaining team. We are appreciative of every single member of the bargaining team on both sides of this table. However, as the Chief Nursing Officer at Seattle Children's Hospital, Bonnie's participation in these negotiations is not only expected but essential to demonstrate the hospital's commitment to its nursing staff and the quality of care provided to our patients.

The WSNA bargaining team has consistently emphasized the importance of having hospital leadership present at the negotiating table. Bonnie's absence undermines the collaborative spirit necessary for productive discussions and conveys a message of disregard for the concerns and needs of our nursing staff. This lack of engagement on top of her repeated lack of attendance at NCC as required by Article 14.1 of the current contract, is particularly troubling given the ongoing challenges faced by our nurses, including staffing shortages, safety concerns, and the emotional toll of their work.

As the CNO, Bonnie is responsible for overseeing nursing operations and advocating for the well-being and professional development of nursing staff. By not participating in these critical negotiations, the hospital is failing to fulfill this responsibility and are sending a message that the concerns of our nurses are not a priority.

Our bargaining team is formally requesting Bonnie's presence at the negotiating table. By failing to have her at the bargaining table, the hospital leadership team diminishes the trust and respect that are fundamental to a positive and productive working relationship between hospital leadership and nursing staff.

We urge the hospital leadership team to reconsider their approach to these negotiations and to make a more deliberate effort to engage with the WSNA bargaining team in a meaningful and respectful manner. Her active participation is crucial to reaching an agreement that addresses the concerns of our nursing staff and ensures the continued delivery of high-quality care to our patients.

Thank you for your attention to this matter. We look forward to your prompt and positive response.

The Seattle Children's WSNA Bargaining Team