

April 28, 2025

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***RE: Cease and Desist - Demand to Bargain (Changes in Working Conditions - North/South Base Locations)***

Dear Paulene,

On April 23, 2025, WSNA was notified via email that SCH Leadership is no longer interested in pursuing an MOU related to changes in working conditions for the CCT Nurses. That email also conveyed that on April 28, 2025, Members will be presented with information regarding scheduling options for the new base locations. WSNA finds this decision to be extremely disappointing considering: SCH requested that WSNA submit an MOU for consideration, there were months of communication and exchanges related to such, as well as ongoing efforts to meet and be collaborative. To say this is an erosion of trust is an understatement.

During this time, grievance timelines were placed in abeyance to allow us to work toward meaningful solutions and an MOU. Not only did SCH abruptly disengage from the process without providing a rationale as to why, but SCH's actions created unnecessary delays in the grievance process and potential arbitration. Accordingly, I would request that the grievance be advanced to Step 3 with expedited meeting dates. Management has communicated their intention to move forward with additional changes in June. We demand that you **Cease and Desist changes to working conditions that impact RN Members and bargain with WSNA.**

We look forward to proposed meeting dates/times. If you have questions, please contact me at 206-575-7979 ext. 3131 or [Lburbank@wsna.org](mailto:Lburbank@wsna.org).

Respectfully,

***Linda P. Burbank***

Linda P. Burbank, JD, BSN, RN  
WSNA Nurse Representative

Cc: Kara Yates, WSNA Local Unit Co-Chair  
Annika Hoogestraat, WSNA Local Unit Co-Chair