

December 22, 2025

Dear Seattle Children's Hospital Foundation Board Members and Donors,

We write to you in your capacity as a board member of the Seattle Children's Foundation or as a donor to Seattle Children's Hospital. We, the nurses of Seattle Children's Hospital, are asking for your support in our effort to make Seattle Children's the best hospital in the country for children in need of care.

We regret to inform you that hospital management's approach to collective bargaining has diverged sharply with the respectful tone of prior negotiations. We are also concerned that the Hospital is prioritizing increased profits (which are already robust) over its stated values to prioritize patient care and to be a leader in the community.

Yesterday and today, we have been voting to take a stand for our children and authorize a strike. This is not a decision we have come to lightly, but we have run out of options. Hospital management has fallen short on the following issues:

- **Better premiums for hard-to-fill roles for nurse and patient safety:** The nurses aim to recruit and retain experienced nurses on night shift and behavioral safety trained roles. This is to protect patient and nurse safety by bringing expertise and broad skills to patient care. According to the Hospital's data, 50 percent of night shift nurses have less than three years' experience, 42% of nurses on the psychiatry and behavioral medical unit have under two years of experience, and 45% of emergency department nurses have less than three years of experience. This is disproportionately junior to the Hospital as a whole.

In healthcare, there is a mantra: See one, do one, teach one. You learn by working with more experienced nurses and watching how they handle emergencies and complex care. When the nurse showing you how to do something has only six months more experience than you do, this can put patient safety at risk. And, with workplace violence issues – which behavioral safety nurses are trained to address – you just can't wait. Workplace violence happens really fast. The role of these nurses is not to evade a behavioral situation, but to go in, hands on, to protect patients. Patients and nurses deserve experienced personnel in these roles.

- **Sick leave for nurse and patient safety:** With depleted sick leave banks, Seattle Children's nurses are fighting for enough sick time that they can stay home to heal when they are victims of workplace violence and to protect their fragile patients from contagious illness. The majority of nurses don't have enough sick leave to stay home with the flu, COVID, or the common cold; 37 percent have less than 12 hours of sick leave and more

than 50 percent have less than 24 hours. Nurses should not have to skip a vacation or go without pay if their workplace violence injury limits their ability to work. The nurses' proposal for more sick leave would allow nurses to call out when a workplace violence injury limits their ability to return to work.

- **Industry Leader with Sub-Market Pay:** SCH is among the top 10 pediatric hospitals in the country. Yet, they pay their nurses 10-40% less than other West Coast Pediatric Hospitals. Management's last proposal would leave it far behind Mary Bridge Hospital in Tacoma and OHSU Doernbecher at many levels of experience, a circumstance that would have horrified earlier generations of Seattle Children's leadership who were determined to be an industry leader in the state. The nurses are fighting for wages that would make them competitive with other pediatric hospitals and allow nurses to live where they work.
- **Rest and Meal Breaks:** Nurses are fighting to preserve and protect nurses' ability to take work-free rest and meal breaks. Missed breaks are commonplace, and nurse and patient safety demand that nurses get uninterrupted time to rest, hydrate, and eat, especially on the cancer care unit where the need for adequate break relief is particularly acute.
- **Unfair Labor Practices:** WSNA has filed several unfair labor practice charges against Seattle Children's for threatening retaliation against union supporters, refusing to allow nurses with children to observe bargaining, and unilaterally changing working conditions. These actions are potential violations of federal labor law and disrespect Seattle Children's nurses as they work to reach a fair agreement that honors the exceptional care Seattle Children's nurses bring to their patients and the community.

Seattle Children's came to the table with a host of proposals that attack union strength and collective action. Among those, it sought to prohibit nurses from going to court if the hospital violates their legal rights to rest and meal breaks. So far, WSNA has been able to fight off Seattle Children's anti-union proposals, but the threat remains that mandatory arbitration will come back on the table for rest and meal break claims. WSNA has made it clear that we will not erect barriers for nurses to go to court if their legal rights are violated.

The Seattle community is rallying behind us. [Dr. Ben Danielson wrote an open letter](#) to Seattle Children's nurses commending our commitment to anti-racism;¹ [eight state legislators](#) from the Seattle-area signed a letter supporting SCH RNs to CEO Jeff Sperring;² the MLK labor council passed a resolution [condemning Seattle Children's anti-union activity](#);³ and, most recently, Mayor-

¹ <https://www.wsna.org/news/2025/letter-ben-danielson-seattle-childrens>

² <https://www.wsna.org/news/2025/letter-to-seattle-childrens-hospital-ceo-jeff-sperring>

³ <https://www.mlklabor.org/resolutions/resolution-demanding-seattle-childrens-hospital-restore-its-stated-values-of-being-an-equitable-anti-racist-institution-and-stop-its-attack-on-workers-and-their-union/>

Elect [Katie Wilson issued a video](#) of support for Seattle Children’s nurses on her social media platforms.⁴

We are asking you to join these community leaders and to take a stand for nurses and children. We know that hospital management has good intentions and is not a monolith, but its current stance runs counter to its patient care mission. As a donor, your influence could help set things back on the right course.

Please contact the leadership of the Seattle Children’s Foundation and Seattle Children’s Hospital and let them know that you stand with us—that you stand for a hospital that prioritizes patient care and respects the voice of its caregivers.

Sincerely,

Seattle Children’s Hospital WSNA Bargaining Team

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⁴ <https://www.instagram.com/reel/DSLdICVD3dY/>