

Oct. 21, 2020

VIA USPS FIRST CLASS MAIL, FACSIMILIE AND EMAIL

Adele Skinner, SHRM-SCP
Regional VP of Human Resources
Skagit Regional Health
1515 N. 18th Street
Mount Vernon, WA 98273

RE: Hospice of the Northwest

Dear Ms. Skinner,

It has come to the attention of the Washington State Nurses Association that Hospice of the Northwest is entering into discussions with Bristol Hospice and their holder, Webster Equity Partners about potential purchase. WSNA has concerns about the impact of this transition of ownership on the nurses represented at this unit and are requesting the following information so that we may continue to fulfill our responsibility of representation:

- 1) Clarification on current status of the following:
 - a) Ownership status of Hospice of the Northwest and holders
 - b) Any applicable certificates of need
 - c) Business licenses for all counties serviced by this Hospice.
- 2) Please describe with particularity the nature of the proposed transaction involving Bristol Hospice and Skagit Regional Health including the date any such transfer would take place, any other purchaser involved in this as well as a copy of any sale, lease or other agreement or any other similar document.
- 3) Please explain your understanding of the plans of Bristol or any other prospective purchaser with regard to the ongoing operation of the Hospice services including but not limited to any information about plans with regard to the ongoing employment of the registered nurses and whether these nurses are to be retained by Bristol or any other prospective purchaser.
- 4) Please provide in detail any all transition of ownership and operations plans.
- 5) Please specify the wage rate, hours of work and other terms and conditions of employment of registered nurses currently employed by Bristol Hospice.
- 6) Please specify the initial wage rates, hours of work, and other terms and conditions of employment that would apply to any registered nurses currently employed by Hospice of the Northwest if they were to be employed by Bristol Hospice or any other prospective purchaser.
- 7) Please identify and provide contact information (name, address, telephone number and email address) for all persons with responsibility for labor relations for Bristol Hospice and / or any other prospective purchaser.

8) Please describe with particularity any communications related to the potential sale of Hospice of NW to stakeholders including but not limited to leadership, prospective buyers, board members, commissioners, union leadership representing non WSNA members and consumers of the hospice services.

Electronic version of all requested information is preferred. If hard copies are required, please provide information tabbed in order of request. If information does not exist, please indicate in response.

This information is plainly relevant to our representation of the nurses at Skagit Regional Health Hospice of the Northwest and is essential for WSNA to act as their exclusive bargaining agent.

Please provide the information as soon as possible but no later than close of business Oct. 30, 2020. If you have any questions or wish to discuss this matter, please contact me.

Sincerely,

Sue Dunlap

Sue Dunlap, MSN, RN, COS-C
Nurse Representative

Washington State Nurses Association

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C: Lisa Marie Gustafson, HR
Liz Rainaud, Local Unit Chair