



August 12, 2016

VIA USPS CERTIFIED MAIL 7015 1520 0000 8918 2243

Liz Dunne
President and Chief Executive Officer
PeaceHealth System Services
1115 SE 164th Avenue
Vancouver, WA 98683

RE: Cease and desist changes to timekeeping and payroll practices

Dear Ms. Dunne,

The Washington State Nurses Association has received information that PeaceHealth plans to unilaterally implement changes to its timekeeping and payroll practices, under which the Employer shall (during an initial "grace period") make unauthorized deductions from the Paid Time Off bank of nurses who miss a punch in or out, and thereafter shall simply not pay nurses the wages they have earned for shifts if they miss a punch in or out. The nurses at several facilities represented by WSNA have been informed that these changes are to be implemented immediately.

Please be advised that these unilateral changes not only constitute violations of the applicable collective bargaining agreements between PeaceHealth and WSNA, but also violate the Fair Labor Standards Act and the Washington State Minimum Wage Act.

On behalf of the Registered Nurses that WSNA represents at PeaceHealth Peace Island Medical Center, PeaceHealth St. John Medical Center, PeaceHealth St. Joseph Medical Center, PeaceHealth Southwest Medical Center, and PeaceHealth United General Medical Center, we insist that PeaceHealth cease and desist from the implementation of these changes in timekeeping and payroll practices immediately. If PeaceHealth goes forward with these changes, WSNA is prepared to take the appropriate legal action to enjoin these unlawful changes, and to recover lost wages, liquidated damages, and reasonable attorneys' fees and costs, on behalf of the affected employees.

We further demand that PeaceHealth bargain with WSNA regarding any changes in timekeeping and payroll practices and the impact of any such changes on the nurses employed in the WSNA-represented bargaining units. Please contact the undersigned with available dates for bargaining.

Sincerely,

Christine Himmelsbach

Christine Himmelsbach, MN, RN
WSNA Assistant Executive Director of Labor Relations
CHimmelsbach@wsna.org

C: Timothy Sears, WSNA General Counsel
Mara Kieval, WSNA Nurse Representative
Barbara Friesen, WSNA Nurse Representative
Susan O'Donnell, WSNA Nurse Representative
Beth O'Brien
Victoria King
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Shawna Unger
Tracie Skrinde
Kelly Frengle