

July 8, 2019

**VIA USPS FIRST CLASS MAIL AND EMAIL**

Lois Erickson  
Vice President, Operations Chief Operating Officer  
St. Clare Hospital  
11315 Bridgeport Way SW  
Lakewood, WA 98499

Dear Ms. Erickson,

We appreciate your concern that the contract between WSNA represented nurses and St Clare Hospital is a separate manner from that which is ongoing at St. Joseph Medical Center. However, it has not appeared that the management bargaining team has overall shared that opinion, as evidenced by the economic offer that was presented, and many of the seemingly petty arguments over minor proposals intended to promote fairness for the nurses and to increase nurse and patient safety. Further, no attempt at negotiating with SCH nurses was made until well after our initial contract expiration (you mention the March 28 date, which was over a month from when our original contract expired). The WSNA bargaining team had offered to meet earlier but St Clare asked for the delay.

While the offer that was rejected by SJMC nurses included a raise of 3, 3.5, and 3 percent over the affected years, your management team merely offered SCH nurses 2, 2, and 2 percent, which is much less than the cost of living increase in this region, while at the same time significantly reducing the compensation of nurses who are per diem or receive pay in lieu of benefits. Granted, there were many other concerns at SJMC, such as floating between the Walters outpatient center and the main OR, but clearly, we deserve at least similar compensation at SCH, a center with a notoriously challenging population due to our proximity to the much-maligned Western State Hospital. We agree whole heartedly that we are two separate pools of employees with unique concerns and priorities. However, SCH nurses should be treated with equal respect to those at SJMC, even if we are not as numerous.

The WSNA team has made several offers in an attempt to improve fairness across the board, which we feel have not been taken seriously. For example, ensuring that emergency department nurses who are hired to work the night shift and receive low census partway through the night receive the night differential was an issue raised.

We have requested improved protection from workplace violence, to include ensuring nurses who are assaulted have access to adequate mental health care. Minimal progress has been made at finding a common compromise.

We proposed language to protect patients and nurses by promoting safe staffing language that helps to ensure that the intent of the new state staffing laws are met. Many nurses have perceived that the recent emphasis on productivity over even meeting our current staffing plans to be very concerning.

As members of the SCH WSNA negotiating team, we welcome a realistic and appropriate offer from CHI Franciscan St Clare. If management proposes a realistic and satisfactory counter offer, it is quite possible that we could settle at SCH—we could already have settled, if management had not seemingly been holding out to see what happened at SJMC. However, it has been clearly demonstrated that given our nature as the redheaded step child of the system that no attempt at settling would be made until SJMC was sorted out. Now that SJMC is on the brink of strike it would seem that if management were interested in settling with the SCH nurses they would propose a package that was at the very minimum comparable to that which were rejected by the nursing colleagues at SJMC. However our last sessions have included more contentious bickering over, frankly, inconsequential contract language (emails of job postings) vs. our primary concerns of appropriate compensation for nurses, and safety for both staff and patients. True, some mild progress had been made, but largely just in terms of concessions from nurses eager to make any progress.

It would be fantastic if you brought your expertise to our next bargaining session and helped to convince your regional colleagues that SCH is indeed a separate body with separate needs, and that we can realistically settle first assuming a reasonable compromise is offered. We are not extremists, but expect fairness, and rational dealing. We beseech you to encourage your representatives to offer a realistic counter proposal at our next meeting and to empower them to bargain realistically with SCH nurses as a discrete body.

With hope and anticipation,

*The SCH WSNA Bargaining Team:*

*Tony Endrizzi*

*Clair Korrell*

*Jocelyn Rogers*

*Kimberly Russell*

*Patrick Williams*

*Tessa Zuidhoff*