

Nov. 4, 2020

VIA USPS FIRST CLASS MAIL AND EMAIL

Sharon Royne
Senior Vice President of Human Resources
CHI-Franciscan St. Joseph Medical Center
1717 S. J St.
Tacoma, WA 98405

RE: Mandatory COVID Testing Policy

Dear Sharon,

The Washington State Nurses Association has received information indicating that CHI Franciscan St. Joseph Medical Center has unilaterally implemented a policy and program for Mandatory COVID-19 Surveillance Testing, to begin November 4, 2020. We object to this unilateral implementation and demand you cease and desist until we can meet to discuss the decision and the effects of the policy.

Please send dates and times of availability to discuss this matter.

In conjunction with said meeting, it is vital that the Association receive the following information to investigate this matter and provide documentation by Nov. 5, 2020:

1. Copies of all documentation, communications or notices distributed to the registered nurses regarding Mandatory COVID Testing;
2. Names, contact information and units for all RNs potentially affected by this change;
3. Rationale for implementation of this policy change;
4. Copies of specific mandate or recommendations of any state agency requiring this mandatory requirement;
5. Is it your intent that this change will be a condition of employment?
6. Clarify what will occur if a nurse refuses to take a test?
7. If a nurse is removed from the schedule because of refusal to take the mandatory test, how will they be paid?
8. Will a nurse that tests positive be removed from the schedule and be placed in quarantine status away from work?
9. Will a nurse quarantined from work receive administrative pay for the period of quarantine?
10. If a nurse tests positive and is quarantined, when will that nurse be allowed to return to work?
11. Any other tangible documents or information relevant to these discussions.

Please promptly confirm in writing when you are available to meet.

Sincerely,

Christine Watts

Christine Watts, MN, RN, CLNC

Senior Labor Consultant

Washington State Nurses Association

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C: Jill Karon-Ross
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Dian Davis, RN, Local Unit Co-Chair
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Sally Budack, RN-BC, Local Unit Secretary
Janet Stewart, RN, Local Unit Treasurer and Grievance Officer
Linda Burbank, RN, Local Unit Grievance Officer
Matthew McGuire, RN, Local Unit Grievance Officer
Liberty Bolante, RN, Local Unit Membership Officer
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