

Dear CEOs Gary Kaplan and Ketul Patel:

We the undersigned nurses urge you to act. We are deeply disappointed with management at negotiations. Our proposals addressing retention of nurses at our hospital have seen little to no progress. Providing bedside care during a pandemic is challenging enough. But without the tools to keep nurses here, we are concerned that we will be unable to retain the nurses our community relies on and needs. The key pieces of

- Safe staffing levels, including appropriately assigned relief nurses,
- Personal safety of staff trying to get to and from work,
- Ethical treatment of new nurse residents and
- Market nurse wages

all help retain nurses. Yet management does little to stem the rapid exodus of nurses from our hospital.

We are committed to our patients. We care about our community. We ask that you do your part: make this a safe and good place to work and receive care. Nurses and our patients deserve it.

Name	Department	Shift	Signature