

November 6, 2020

Christine Watts
WSNA
575 Andover Park West, Suite 101
Seattle, WA 98188

Re: Mandatory COVID Testing – St. Joseph Medical Center

Dear Christine:

This letter is in response to your cease and desist letter and information request of November 4, 2020 – which I received via email at 6:58 p.m. on November 5th. As discussed on our phone call yesterday afternoon, all employees and many non-employees have been required to be tested for COVID at St. Joseph Medical Center following recent COVID cases.

As a hospital operating in Pierce County, we have a responsibility to regularly report positive COVID cases to Tacoma-Pierce County Health Department and the Washington State Department of Health. In collaboration with, and at the direction of, these authorities, it was decided to initiate wide scale testing as a result of the recent cases reported at SJMC. The purpose of this expanded testing is to obtain information to better protect SJMC patients and employees.

Information about the scope of Washington's Public Health System can be found here: <http://www.doh.WA.gov/AboutUs/PublicHealthSystem>. The statutory authority for the Department of Health is in the Revised Code of Washington 43.70.020.

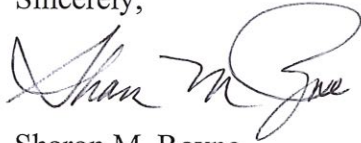
As also discussed on the call, an employee who declines to be tested may not work until cleared to do so by the Employee Health nurse. The employee will need to utilize banked accruals to be paid if they choose not to be tested and work.

This is surveillance testing and not applicable to employees on quarantine for work exposures. Any employee quarantined due to a work exposure receives up to 14 days paid administrative leave. Quarantined employees are returned to work once cleared by our Employee Health nurse, consistent with the processes we have had in place for months.

WSNA
November 6, 2020
Page 2

Please be advised we are happy to meet with WSNA and your applicable SJMC unit leaders if you believe a meeting is necessary. In the meantime, it is our intention to comply with directives from the public health authorities and we respectfully decline WSNA's demand to suspend testing.

Sincerely,

A handwritten signature in black ink, appearing to read "Sharon M. Royne". The signature is fluid and cursive, with a large loop at the end.

Sharon M. Royne
Vice President Human Resources

cc: Jill Karon Ross
Ruth Flint
Tim O'Haver