

August 25, 2022

**VIA USPS FIRST CLASS MAIL
AND EMAIL:
Charles.Bradley@providence.org**

Charles Bradley
Senior Labor & Employment Counsel
Department of Legal Affairs
Providence
1801 Lind Avenue SW
Renton, Washington 98057

Re: Providence Payroll Violations

Dear Mr. Bradley:

The implementation of the Genesis payroll system has caused numerous, continuing instances of Providence failing to pay nurses the wages they have earned. The Washington State Nurses Association has received numerous reports at every Providence facility that WSNA represents of nurses not being paid contractual certification pay, incentive pay, charge pay, differentials, and other forms of premium pay. Nurses have reported that Providence has failed to implement contractual wage step increases. Some recently-hired nurses have not been paid at all; instead of paying the nurses the wages they are owed, management referred them to Catholic Charities. In addition, the Employer has deducted WSNA dues from nurses' paychecks and failed to tender those dues to WSNA.

These payroll violations are intolerable and must be rectified immediately. The most fundamental moral and legal obligation of any employer is to pay its employees the wages they have earned.

WSNA expects the Employer to pay all amounts owing to the nurses, as well as the deducted dues, and to provide a full accounting thereof, no later than September 1, 2022. We shall consider any failure to pay these amounts by that deadline, and any new failure to pay thereafter, to constitute willful violations of

the applicable wage statutes. We are prepared to take appropriate legal action to enforce our members' legal and contractual rights.

Sincerely,

A handwritten signature in blue ink, appearing to read "Timothy Sears", with a stylized flourish at the end.

Timothy Sears
WSNA Chief General Counsel
tsears@wsna.org

cc: Jaclyn Smedley, RN, WSNA Nurse Representative
Laurie Robinson, RN, WSNA Nurse Representative
Shawn Reed, RN, WSNA Nurse Representative