



Aug. 13, 2018

VIA HAND DELIVERY

June Altaras
Senior Vice President and Chief Quality, Safety & Nursing Officer
Multicare Tacoma General
315 Martin Luther King Jr. Way
Tacoma, WA 98406-0299

RE: Rest break relief for nurses following the Ninth Circuit's Order

Dear June,

We write to make clear the unanimous position of the WSNA-represented nurses on the Nurse Staffing Committee with respect to Tacoma General's obligations to provide relief to allow registered nurses to take their rest breaks. As you are aware, on July 23, 2018, the Ninth Circuit issued an Order declining to vacate Arbitrator Hammond's Award. The Ninth Circuit concluded that it was an error for the district court to overrule the Arbitrator's decision to enjoin the use of the buddy system that violated the parties' settlement agreement. The Ninth Circuit further held that there was "no basis" for overturning the Arbitration Award's mandate that MultiCare use break relief nurses.

In light of that ruling, we expect MultiCare to comply with the Court's order by ceasing its use of the break buddy system and by scheduling, staffing, and assigning a break relief nurse to provide rest breaks in every unit of the Hospital.

Sincerely,

Sara Frey

Sara Frey
WSNA Nurse Representative

Danielle O'Toole

Danielle O'Toole
Local Unit Co-Chair

C: Christine Himmelsbach
Members of Nurse Staffing Committee