

October 18th, 2017

Mr. Jamie Viramontes
VP of Human Resource Services

Mr. Gerald T. Kozai
President and CEO

Mr. Derek Drake
Chief Nursing Officer

Mr. Robert Merritt
Vice President, Ambulatory and Specialty Service

Re: Registered Nurses' Contract Negotiations

Dear Sirs,

As you know, we are 2 months into negotiations at St. Francis for a new contract for the registered nurses. Our goal is to reach an agreement that enables nurses to provide the best care possible to our patients because as registered nurses, we care deeply for the communities we serve.

Unfortunately, we have seen too many skilled nurses leave St. Francis. The turnover rate for registered nurses with less than 5 years of experience makes up for half of the number of total RNs we lose on a yearly basis. That means that these nurses take their experience to other hospitals for higher wages, superior benefits, or better working conditions.

We want a better future for our patients, our community and our registered nurses. Not only do we want a contract that will improve the way patient care is delivered at St. Francis, but we also want a contract that reflects our long-term commitment by improving our benefits, compensation, and contractual standards.

We are hopeful that bargaining will address the concerns of the nurses in a meaningful way and without retaliation. In doing this, St. Francis will be able to retain and recruit more nurses and improve the quality of care at our facility. If the hospital administration does not take advantage of this opportunity to work with the nurses, it will be to the detriment of our hospitals, patients, and the communities we serve.

We want St. Francis to become a model hospital, attract new nurses and keep the skilled nurses we have.

If you have any questions, please feel free to contact us and we will be glad to schedule a meeting with you.

See you at negotiations tomorrow.

Sincerely,
The St. Francis Contract Action Team (CAT)



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Edurne Escudade RN

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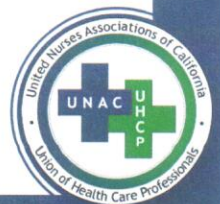
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