

June 27, 2019

Dear Nursing Colleague:

This letter is intended to provide an update regarding the status of contract negotiations between St. Clare Hospital and the Washington State Nurses Association (WSNA). Our contract, which had been extended at WSNA's request, expired May 31, 2019. Negotiations have been underway since March 28, 2019, and our last meeting was held on June 20. Unfortunately, our meeting scheduled for today, June 27, was canceled unexpectedly by WSNA.

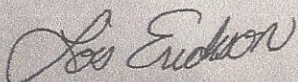
It remains our hope to settle a fair and market-competitive contract and get updated pay rates to our nurses as soon as possible. WSNA's cancellation of today's meeting, and their subsequent unavailability during the additional dates we offered in the month of July, concerns me. We had been making steady progress over six negotiation sessions and were looking forward to receiving the union's counter on our opening wage proposal. We believed we were on a good pace to reach a tentative agreement soon.

We hope to continue negotiations without delay. Clearly, the unratified contract and potential labor dispute at St. Joseph Medical Center is a prominent issue for nurses across the Puget Sound, including St. Clare nurses. The potential for a strike at St. Joseph Medical Center is, of course, a serious threat and concern to CHI Franciscan. We are committed to better understanding the issues at St. Joseph Medical Center that caused nurses there to reject the WSNA-recommended contract, and also want to return to the table for good-faith discussions and resolution.

That said, it is my sincere hope the issues in Tacoma will not prevent WSNA and St. Clare nurses from continuing good-faith negotiations with a commitment to focus on reaching an agreement on our St. Clare contract. I am so proud of St. Clare's unique and distinctive culture as a community hospital. The strong, positive relationship between the COO's office and frontline nurses was a key reason I pursued a position here. Each and every one of you are an integral part of this hospital and community and your voice and input through the collective bargaining process should be specific to the needs and priorities of St. Clare Hospital. I appeal to you to please urge the WSNA to return to the bargaining table without delay and allow us to work toward an agreement appropriate for St. Clare Hospital nurses and patients.

Thank you for your support and for the exceptional, compassionate care you provide to our patients. Please do not hesitate to reach out to me or your manager if you have questions about our contract proposals.

Sincerely



Lois Erickson  
Vice President, Operations  
Chief Operating Officer