

Mayor Dan Wolk

City of Davis

October 6, 2015

Deborah Proctor
President & CEO
St. Joseph Health
3345 Michelson Drive, Suite 100
Irvine, CA 92612

Dear Ms. Proctor:

It has come to my attention that the nurses of St. Joseph's Health System (SJH) are actively organizing on multiple campuses with the California Nurses Association (CNA) to represent their interests in collective bargaining. I'm writing to express my sincere hope that SJH management respect the right of Registered Nurses (RNs) to decide on union representation in an environment that is free of any kind of pressure, intimidation or deception.

I raise this issue because it's my understanding that the National Labor Relations Board has issued a myriad of Unfair Labor Practice complaints against SJH for violating nurses' rights, including prohibiting nurses from visiting their workplace to share information with colleagues and censoring ribbons that read, "St. Joseph's RNs for Safe Patient Care." Furthermore, a CNA report I've reviewed, entitled "Falling from Grace: St. Joseph Health RNs Raise Ethical and Patient Care Concerns," raises these and other significant concerns.

As an advocate of quality healthcare, I view RNs as having a direct impact on the quality of healthcare. I strongly believe that when the collective voices of RNs are respected, quality of care improves.

It is critically important to our community that health care facilities foster a nurturing workplace environment while addressing the need for highly skilled professionals. Affording nurses in the St. Joseph's system the right independently to determine their future with CNA will facilitate the mutual goal of attracting and retaining these qualified health professionals.

The California Nurses Association, the largest nurse union in the State, is an organization that is widely recognized for its leadership in healthcare. Major Catholic hospitals in California have entered into agreements with CNA that have resulted in good labor relations between management, CNA and its members. I strongly encourage St. Joseph's to do the same.

Thank you in advance for your consideration and for your leadership on this pressing issue.

Sincerely,

