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October 6, 2015

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

Dear Ms. Proctor:

It has been brought 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. This letter is 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 undue pressure or interference.

After reviewing CNA's report, "Falling from Grace: St. Joseph Health RNs Raise Ethical and Patient Care Concerns", I was alarmed by the allegations of unfair labor practices filed with the National Labor Relations Board (NLRB). It was particularly disheartening to read the allegations of spying, harassment, and intimidation of employees trying to organize. I cannot imagine more serious allegations that cut right to the heart of a fundamental right of all employees: the right to organize. The National Labor Relations Act guarantees employees the rights to organize and bargain collectively with their employers. In addition to codifying this fundamental right, it expressly forbids any undue interference, restraint, or coercion by an employer.

With that in mind, I would ask that the St. Joseph Health System refrains from hiring anti-union consultants to advise management on "union avoidance," distributing materials disparaging CNA or any other labor organization, holding anti-union meetings suggesting that unionization will result in worsening of wages or working conditions, discouraging employees from attending union meetings, or engaging in any behavior which may unlawfully impede the right of workers to organize.



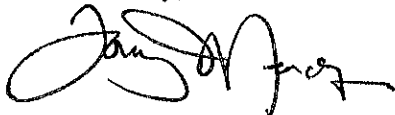
President Proctor

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As an advocate of quality healthcare, I know that RNs have a direct impact on the quality of healthcare. I strongly believe that when the collective voices of RNs are respected, quality of care improves. I hope you can ensure that St. Joseph's RNs have the ability to freely and without interference make a choice on union representation that upholds the needs of the RNs and their patients.

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

Sincerely,

A handwritten signature in black ink, appearing to read "Tony Mendoza". The signature is stylized with large, sweeping loops and a long horizontal tail.

TONY MENDOZA
Senator, 32nd District