



National Nurses
Organizing
Committee



National
Nurses
United

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To: Hillary Ames,
Maine Health
Human Resource Director

From: MHCAH Portland Clinicians and Caregivers (current and former)
Date: July 10, 2023
Re: Petition of No Confidence in the Leadership of Maine Health Care at Home.

We, the staff of Maine Health Care at Home submit this petition of no confidence in the leadership of Maine Health Care at Home (MHCAH).

For years, MHCAH has functioned as a cohesive group, with management and staff working together. Our team has felt like a family that is proud of the care we provide. We have worked collaboratively and thought our work was valued by our management team. Although we treated them with integrity and respect, our current clinical leadership team (Heather Lomax, Jennifer Morin and Amanda Kunkel) have not reciprocated.

This leadership group has ignored our many attempts to resolve workplace issues. They have also promoted an authoritarian atmosphere where employees are apprehensive about raising issues for fear of punishment, which could lead to termination. Our teams are now reluctant to speak up and tend to shut down out of fear of retaliation, as a result, the morale at work has never been lower.

An inordinate number of our peers have recently resigned. Both the entire Insurance Authorization Team and the entire Intake Department (about 11 people total) have left their jobs. The loss of these colleagues has severely impacted patient care and our ability to accept new patients. Before these valued colleagues left, several of them voiced their serious concerns to this management team and Human Resources. However, they did not feel as though their concerns were taken seriously. They felt it was in their best interest to leave the organization entirely. In addition, many of our long-time managers have also recently left. Some have shared with us that it is because of the same autocratic disrespect that we have also experienced from this group of leaders.

The Physical Therapy, Occupational Therapy, Speech, and Nursing departments brought forward issues and concerns both directly to the managers, senior leadership and in our Interdisciplinary Team (IDT) meetings. They requested chart reviews and co-visits; but these managers ignored all of these requests. Instead of listening to the concerns brought forward by the nurses and therapists, this management team has now terminated two valued and long-term clinicians who have been advocating for our most vulnerable patients.

This situation is unacceptable and cannot continue. We believe that our relationship with these leaders is irreparable. We want MHCAH to return to the core values that have made our agency a place that clinicians want to work. We call on Maine Health to live up to the values it espouses and hold these managers accountable for the damage they have done to our staff and to MHCAH.

And we call on Maine Health to immediately reinstate our unjustly terminated colleagues and make them whole for any losses they have suffered because of the unconscionable actions of this group of managers.

For our patients and for ourselves,

Morgan Starkweather, Pediatric Occupational Therapist
Cathy Hodson, Physical Therapist
MaryBeth Gagne, Pediatric Nurse, MSNA Chief Steward
Karyn McNally, Pediatric Nurse
Virginia Weill, Speech Language Pathologist
Pam Adler, Adult Occupational Therapist
Mary Powers, Physical Therapist
Amy Sylvia, Pediatric Occupational Therapist
Kasandra Hamilton, Adult Physical Therapist
Leslie Tsomides, Pediatric Occupational Therapist, MSNA Steward
Caitlin Plante, Registered Nurse
Jacqui Drummey, Physical Therapist
Michelle Dill, Adult Physical Therapist, MSNA Steward
Lynn Tukey, Occupational Therapist
Kayla Worden, Physical Therapist
Dimitra Voulgari, Speech Language Pathologist
Joanie Kunin, Physical Therapist
Michelle Mangin, Pediatric RN
Laurie Hirst, Speech Language Pathologist
Michael Boutin, Registered Nurse, MSNA Steward
Erica Clapsadle, Registered Nurse
Nicola Adams, Intake Nurse
Marie Corsello, Occupational Therapist
Alicia Warner, Occupational Therapist
Sharon Silver, Occupational Therapist
Hannah Conley, Registered Nurse
Theresa Cunniff, Physical Therapist
Chris Wolfe, Physical Therapist
Sara Gooch, Speech Language Pathologist
Nancy Horgan, Physical Therapist
Ashley Moulton, Nurse Case Manager
Annemarie M Gautreau, Occupational Therapist, MSNA Steward

Michelle Milton, Registered Nurse
Ellen van Haasteren, Occupational Therapist
Barbara Gardner, Wound RN
Todd Albee, Physical Therapist
Jamie Adamo, Clinical Intake Nurse
Stephanie Thomas, Social Worker
Catherine Bernard, Pediatric Physical Therapist
Juanita McDonald, Registered Nurse
Emma Vieta, Authorization Specialist (former)
William Daley, Physical Therapist
Kelley Champagne, Physical Therapist
Brenda Manso, Pediatric Homecare Nurse (former)
Christine Mcavoy, Physical Therapist
Christie Campbell, Occupational Therapist
Lisa Leahy, Authorization Specialist
Corrine Turner, Prior Authorizations
Kathleen Connects, Medical Appeals and Authorizations Coordinator
Peter C Davis, Speech Language Pathologist (former)
Lisa Frazier, former Rehab coordinator
Jill Mitchell, MHCAH Coastal Director (former)
Debbie Saucier, Physical Therapist
Jan Kruger, Intake RN
Gwyn Tracey, Physical Therapist
Tatjana Cvjetinovic, Occupational Therapist
Michelle Summerville, Pediatric PTA (former)
Mark Nolin, Clinical Manager (former)
Kelly Kipikas, Physical Therapist
Jackie Porcello-Smith, RN
Bernadette Hill, Physical Therapist
Jocelyn Corkum, Physical Therapist
Jessica Landers, RN