

April 13, 2012

TO: ALL SUTTER LAKESIDE REGISTERED NURSES

FROM: Carrie Roth
Charlotte Massey

Dear Fellow RNs:

We would like to take this opportunity to tell our fellow SLH RNs how committed we are to fighting for you as your bargaining team.

We both remain strong in our dedication to obtaining a fair contract; therefore, we feel as strongly as we did ten months ago, that we are fighting for what is fair and equitable for all of us as RNs. We are working hard to see that we retain the benefits and wages that former RNs have fought to attain through dedication and hard work. That being said means everything to us. Therefore we invite all Sutter Lakeside RNs to participate in the vote on Monday, April 16 from 5:30pm to 8:30pm and to send Sutter the message by voting to reject management's takeaway proposals.

Our position is to vote to reject the hospitals Last, Best and Final proposals with all of the takeaways. It is the only way we will get the hospital back to the bargaining table and get them to move. We know the value that RNs bring to our hospital, our patients, and our community. We are not tired and we remain devoted to winning a fair contract. We are getting closer every time we bargain, but it is what happens away from negotiations that is just as important to what we say during bargaining. We must show Sutter that we remain united and committed to winning the fair contract we deserve and that we will not give up until we settle a contract with No takeaways.

As your team, we love the work we are doing during these negotiations and we truly want to accomplish what is right and fair for all of us. We definitely want input from all RNs on how you perceive what we are fighting for, what further information you need, and what you want from the contract.

It can be frustrating when you hear different views about what is going on in negotiations, but always remember that *we* are *you*. What we work for is what we believe serves all RNs needs.

As RNs, we communicate and work together to come to a resolution every day we care for our patients. It is an inherent team spirit that we as RNs possess; therefore, we need to do the same on our own behalf so we are still here for those same patients. Let's stand up and **vote to reject their takeaways!** We want them to know that we are not finished and what they propose is unacceptable. We want the hospital back to the bargaining table

and for Sutter to understand that we will not give up until we win the fair contract all of us deserve!

It is so important that you come vote at our *next meeting, Monday night, April 16th, at TJ's restaurant in Lakeport from 5:30 – 8:30 pm.*