

Dear Member of the CRH Board of Directors:

We are the unionized employees of Calais Regional Hospital. Because we are members of the Maine State Nurses Association, we are the hospital employees who have the most protection to speak up to protect our patients and this hospital that we love. That is why we are writing to you today.

We are standing together to say that we have NO CONFIDENCE in CEO Rod Boula's ability to continue running Calais Regional Hospital (CRH).

We have come to this point because:

- ▶ The hospital has been in a seemingly endless bankruptcy that has gone on for over a year. To date, there is no plan that we know of to exit from the bankruptcy. And, it has been months since the staff has received any update on the health of the hospital from the hospital administration.
- ▶ The hospital has not spent its money wisely. CRH has spent over \$8,000 per bargaining session with the RNs/ Medical Lab Scientists (MLSs) and over \$75,000 so far. This is despite the union offering to continue the past contract; which would have allowed CRH to save the entire cost of bargaining the new contract.
- ▶ The hospital is bargaining only sporadically with Technical employees over their union contract, meeting with them twice in the Spring and only now coming back to the bargaining table in the Fall.
- ▶ In the most recent bargaining session, CRH management threatened to double (and in some cases triple) employees' healthcare deductibles and out-of-pocket expenses, causing a net pay decrease for many hospital employees.
- ▶ Employees report that their insurance bills are sometimes not being paid in a timely manner, resulting in multiple billings from providers over months; and even some bills progressing to collection.
- ▶ Certain employees are being forced to work back-to-back shifts without enough rest to safely travel back-and-forth from work.
- ▶ Over time, we have seen CRH eliminate too many services that are vital to the health and well-being of our community.
- ▶ Recently, we have seen several of our most senior and experienced colleagues leave CRH for better opportunities in other facilities and even other towns.
- ▶ We are experiencing an all-time low for employee morale, with many persistent "holes" in our schedules that management cannot fill.

We have concluded that one person is responsible for these problems in our hospital, our workplace and in our community. As the CEO, Rod Boula is the one who has ultimately made the decisions that have put us in this current situation, despite him blaming many other people and circumstances for his own failure at his job.

Rod Boula has previously threatened us for speaking out and telling the truth about what is happening at CRH, saying: "I don't care if you're part of the union or not...you will be fired." But we believe that not speaking out at this time could have even worse consequences for this hospital and our community. We are making this unprecedented step in hopes that you will take the action necessary to put Calais Regional Hospital back on the path to health and well-being.

We believe that you should:

- ▶ Immediately terminate Rod Boula as CEO of this hospital.
- ▶ Replace Boula with a CEO (preferably someone who lives locally) who will listen to all CRH stakeholders, including employees and members of the community.
- ▶ Modify the corporate structure of CRH to allow meaningful community input into the functioning of our hospital and the decisions made by its administration.
- ▶ Immediately ensure that none of the hard-working employees (who have kept this hospital running through these very difficult times) incur a pay decrease because of exorbitant increases in their benefit costs.
- ▶ Resolve the contracts for both bargaining units in a fair and just way.

We know that you are vitally interested in the hospital. Please respond to our concerns.

A collection of handwritten signatures in various colors (black, blue, green, red) arranged in four columns. The signatures are: Alisa M..., KR..., Allison..., Dr. M. Seely RN, C. Don..., Julie..., AK..., MS..., Kater..., Billie..., Courtney..., J..., mega..., Melody..., [unclear], [unclear], Deanna..., Marty Colson, Beverly..., [unclear], Kimberly..., [unclear], Amy..., Patricia..., [unclear], Shirley..., Elaine..., Meg..., Heather..., Julie..., Holly..., Karch..., Jeannette..., [unclear].