

August 31, 2017

Dear Caregivers,

One of the things that I appreciate most about Holy Cross is the sense of family I feel whenever I walk through the hospital. Patients and family members constantly comment on our incredible culture and the teamwork they observe. Particularly in times of change - and we can all see that health care across the nation is going through immense change - being able to rely on one another is critical. We have been successful working together for the last fifty years without a third party involved. My goal is to build upon our successes and continue to take exceptional care of our caregivers and the patients and the communities we serve – and maintain our direct relationship with one another.

Many of you may be aware California Nurses Association (CNA) union organizers who represent RNs at Saint John's have been distributing leaflets. We respect this right and the right of our caregivers to make their own decisions on what a union means to them. Because your decision about a union is very important, and also a very personal one, we urge you to learn **the facts** so that you are fully informed.

Here are some **facts** for you to consider:

- Authorization Cards:
 - You may be asked to sign an authorization card. While some may suggest that this is only a request for more information, the authorization card is a legal document. If enough caregivers sign authorization cards, the union can request an election where a simple majority (50% plus one of those who vote) will determine whether or not EVERYONE will be represented by the union.
 - Authorization cards also provide the union your personal information, such as your home address, cell phone number and personal email address. The union may use this information to contact you in person, at home, over the phone or via social media.
 - Regardless of what you may be told, you **do not** need to provide personal information or sign a card to receive information about the union.
- Information on the CNA leaflet RE: wage increases at St. John's:
 - When Providence and Saint John's came together, **the union already was in place**. The prior owner had a rich benefit plan, yet wages were well below market rates when Saint John's joined the Providence system. Local leadership then committed to raising compensation to market-competitive rates to support St. John's in attracting and retaining staff. During contract negotiations, wages were adjusted, and the same union bargaining team agreed to reductions in retirement, PTO and health benefits (including a Kaiser HMO option).
 - Bottom line: the 2015 Saint John's contract provided significant wage increases totaling 22% (see comparisons on next page) in exchange for benefits reductions simply to ***catch-up and become*** competitive in the market – something you already have.

The Facts:

Income and Benefits	Holy Cross	Saint John's Contract
Average Wage Increase over Three Years	Average 3 year budgeted wage increase is 21.3% The breakdown is as follows: <ul style="list-style-type: none"> • Merit average 2014 to 2017-1.5 to 3% • Market average 2014 to 2017-2% to 5.7% includes an average increase of 4% in 2017 market review that went into effect on 8/20/17 	Average 3 year budgeted wage increase is 22.0% The breakdown is as follows: <ul style="list-style-type: none"> • 12% retro pay on all wages rates • 2% additional increase on all wage rates • 4% increase yearly on all rates
Average RN 3 year increase	7.6% no union dues	7.3% after union dues deducted 1.4%
RN Per Diem Rate of \$60.00		
Providence Retirement Plan		
Providence Health Plans		
Patient Care and Safety		
Patient-Caregiver Ratios Protected under Title 22		
Staffing Based on Acuity Assessment Tool (Built into Epic)		
Floating Based on Competencies		
And at what cost to you? *MAXIMUM ANNUAL UNION DUES according the CNA's LM2 By-Laws	\$0	*\$1,666.08 Annual Maximum Dues

Hopefully you find these facts and comparisons helpful. As always, your leadership and HR team is here to help. If you have questions or want more information, we will be happy to help you better understand this topic and how it could impact you.

Please reach out to your manager or Human Resources with questions or for any other support you may need.

Thank you,

Bernie