

To My Fellow Nurses,

June 1, 2014

The registered nurses at St. Louis University Hospital (SLUH)/Tenet Health have been deceived by the National Nurses Organizational Committee (NNOC)/ California Nurses Association (CNA) and their parent organization the AFL-CIO. In May 2012, our hospital opened its doors to the NNOC/CNA via a neutrality agreement. This agreement permitted the NNOC/CNA to come off the street and sit with us in our break rooms and cafeteria telling everyone about the great accomplishments. As you will hear it is not about patient safety, working conditions or salaries but "DUES".

In the beginning, the union asked us questions like, "What was wrong with our workplace?" "Are we getting lunch breaks?" "Is our patient assignments safe?" "What is Tenet doing to fix the problems?" The NNOC/CNA told us that they would be able to fix ALL our problems as soon as they represented us. The NNOC/CNA promised us large hourly pay increases, improved patient-to-nurse ratios, better healthcare and retirement in return for our simple vote. The RN's voted in June 2012 and lost their identity to the union. The NNOC/CNA was declared our legal labor representative starting in July 2012.

While Tenet and NNOC/CNA negotiated a contract with the help of a federal mediator, a large group of registered nurses investigated the NNOC/CNA and found a trail of misleading information and empty promises. The union spent eleven months negotiating with Tenet and was producing a contract that was less than agreeable. They were using RN's as pawns at the negotiating table just for appearance. We could not stand by and watch this lie continue. So, a group of concerned nurses like myself started a decertification campaign in May 2013 and were close to our goal

of thirty percent (30%) of the nurse's who wanted a new National Labor Relations Board (NLRB) vote.

Now on June 14, 2013, at 1am both sides of the table agreed to the proposed contract. The RN's at the table were told by the mediator that this was the "best deal" and they signed the agreement. The contract was not the best deal. It was worse than what we had before this charade started. Our patient-to-nurse ratio did not change, our benefits and retirement did not change and our annual raises were capped at 3%. The union dues would consume 1.4 % or half of our increase every year. Without concern for the nurses, the NNOC proceeded over father's day weekend to hold a vote on the proposed contract.

The NNOC only contacted pro-union nurses and told them to come down and vote. They did not make a formal or hospital wide announcement telling all RN's that the union contract would be voted on that weekend. By doing this, the union prevented any opposition to their contract. Out of 600 RN's eligible to vote 232 voted on the contract. The pro-union vote was 188. As required by the NNOC, a union membership card must be signed prior to voting on the contract. Many of the nurses refused to sign the card and were sent away without voting against the contract. This issue was not told to anyone by the union or its RN representatives prior to the contract vote. This was kept a secret for a reason. Following the contract vote, the NNOC/CNA representatives lost all the union membership/payroll deduction cards that were signed in June 2013. It was not made public until October. The union made this announcement and promised not to collect prior month's dues.

Now it's May, 2014, the NNOC/CNA has not produced a final corrected draft of the contract for Tenet to sign. They have not collected their undeserved union dues because the hospital is responsible for doing that job and will not proceed without a

signed union contract. The union will be hiding behind the hospital whenever it is time to force the RN's to make a decision on whether to join the union or be fired. The union contract is clear on this matter and will not allow eligible RN's to work at St. Louis University Hospital without paying dues to the union for a terrible contract. Now do you see how this all works.

Once the union is your legal labor representative and the proposed contract is approved by the voting minority, then the union can start collecting dues. This contract was worth an estimated \$1.4 million over the three (3) year life of the contract. The NNOC/CNA can now deliver a percentage of this money to its political representatives and ask them to help Tenet Health with the cost of delivering healthcare to the Medicare and Medicaid populations.

The truth is, the union needs our dues to continue their scheme of misleading healthcare professionals, interfering with patient care, stealing our money for their selfish greed, advancing their political influences and destroying a work environment that was based on compassion for the sick in this community. It is time for the RN's to lead our hospitals back to its roots and solid morals.

Sincerely,

A handwritten signature in black ink, appearing to read "Brian Hendricks", written in a cursive style with large loops and flourishes.

Brian Hendricks