



THE COMMITTEE FOR RECOGNITION OF NURSING ACHIEVEMENT

Monday, April 25, 2022

To: Stanford Health Care Board of Directors & Lucile Packard Children's Hospital
Stanford Board of Directors

Stanford Health Care - Marc Jones, Chair; Mindy Rogers, Vice Chair; Sara Abassi; Susan Bechtel; Jeffrey Bird, MD; William Brody, MD; Mariann Byerwalter; Jonathan Coslet; David Entwistle; Chandler Evans; Kaye Foster; Lori Goler; Mary Hawn, MD; Cecilia Herbert; Paul King; Lata Krishnan; Mark Leslie; Randy Livingston; Megan Mahoney, MD; Sanjay Mehrotra; Lloyd Minor, MD; Hamid Moghadam; Thomas Montine, MD; Jeff Rothschild; Robert Santos, MD; Kavitarak "Ram" Shriram

Lucile Packard Children's Hospital Stanford - Jonathan Coslet, Chair; Mindy Rogers, Vice-Chair; Paul King; Sue Bostrom; Mariann Byerwalter; Sierra Burnett Clark; J Taylor Crandall; Brad Geier; Tonia Karr; Mary Leonard, MD; Steve Luczo; Jennifer Mulloy; Anthony Noto; Amit Sinha; William (Bill) Thompson III; Michele Sanchez

Re: **Urging Stanford & Packard Leadership to Support Nurses in Reaching Fair Contracts that Make Nursing Sustainable and Ensure Continued World-Class Patient Care**

Dear Members of the Boards of Directors,

On behalf of the thousands of dedicated nurses working at Stanford Health Care and Lucile Packard Children's Hospital, we write to urge you to support our efforts to reach an agreement on fair contracts with hospital administrators, including CEOs David Entwistle and Paul King and Chief Nursing Officers Dale Beatty and Jesus Cepero.

Our goal from the beginning of these negotiations has been to secure conditions that will ensure current and future generations of Stanford and Packard nurses can succeed and cement Stanford's leadership as a model employer of nurses.

We have been doing everything in our power to care for Bay Area patients and their families, but the past two years have shown us that we urgently need more support and resources to ensure our longevity at the hospitals and in our profession. Amid a startling nurse shortage in California and the uniquely high acuity of cases at our hospitals, recruitment and retention of nurses is our top priority. If Stanford wants to continue to be seen as a leading medical institution, it must be the hospitals' priority also.

We are asking for your support to ensure that leadership at Stanford and Packard hospital systems -- both of which have earned the prestigious Magnet distinction for excellence in nursing -- agrees to meaningful changes and improvements in nurses' working conditions, which we need to continue providing world-class patient care.

Nurses are not invincible "heroes." We have stepped up to care for our community in the pandemic with little rest, recovery, or support to take care of our own exhaustion and trauma. Even before the pandemic, we faced the consequences of a significant nursing shortage, including inadequate staffing and constant requests for extra work and overtime. Now the pressure has gotten so intense that nurses are considering leaving the hospitals and the profession altogether because we are at our breaking point.

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Repeatedly, over the course of months of negotiations, we've asked hospital administrators to listen to nurses' concerns and take action by investing in nurses and the solutions nurses have proposed.

We need strong contracts that acknowledge our contributions and expertise, improve working conditions, and ensure excellent patient care by:

- **Providing real solutions for staffing.** A world-class health system should ensure its nurses are supported with the necessary staffing and resources to care for even the sickest patients without burning out.
- **Offering competitive wages and benefits** that address the growing cost of living and commuting in the Bay Area; reward nurses for loyalty to the hospitals; and recruit new nurses to join us in permanent positions. This is especially true in critical care units that struggle with recruitment and retention.
- **Working to address deep problems that are driving nurses out of the industry.** Nurses need accessible mental health support, the ability to schedule time off to rest and recover, and staffing that prioritizes patient care and nurse well-being.

Because the hospitals' executives have refused to agree to our common-sense solutions, more than 4500 Stanford and Packard nurses (93% of those eligible to vote) authorized a strike earlier this month, and thousands of nurses joined the picket line starting this morning.

Instead of trying to resolve these contracts – and seriously consider the solutions being presented by nurses – the hospitals have attracted headlines for [threatening to cut our medical benefits if we go on strike](#). Bay Area elected representatives have rightly called the decision “[unconscionable](#).” Assemblymember Ash Kalra, Assemblymember Marc Berman and State Senator Josh Becker noted: “*Cutting off the health care for these frontline health care workers and their families after they have carried us through a pandemic is not only unnecessary – it is cruel and out of step with the values Stanford and Packard publicly advertise. Having received generous federal funding the last two years, Stanford and Packard health care should not be playing games with nurses' health care benefits.*”

Now is the time for Stanford and Packard to step up as leaders. The hospitals should lead with strong contracts that invest in nurses and set a model for hospitals across the country. Out of love for our patients and our profession, we are demanding greater support and resources so we can continue providing the highest standards of care.

We hope you will support us by telling hospital administrators to immediately rescind their decision to cut nurses' healthcare and urging them to invest their resources in nurses. In order to reflect Stanford's values and truly model leadership, the hospitals must acknowledge and respect the nurses who provide the care you and the community depend on.

Sincerely,

Stanford and Packard Nurses