



March 19, 2020

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Executive Director

As we battle this unprecedented crisis, the Union demands to bargain concerning the terms and conditions of employment for SEIU121RN bargaining unit members on issues relative to COVID-19. Efforts to contain COVID-19 will require collaborative efforts between our represented facilities, labor, local, state and federal agencies in order to protect the health and safety of not only our bargaining unit members, but that of our communities.

While we wait to hear from you regarding your availability to meet and bargain over these matters, the Union is proposing the following solutions until we can come together to determine additional protections.

- Immediately cease and desist from asking staff to share personal protective equipment. The Union understands nationwide shortages. However, the only way to combat this crisis is to have a healthy workforce. Thus, the Union demands that the hospital provide the highest level of protection for all clinical staff, including functioning negative pressure rooms and personal protective equipment for nurses providing care to suspected and/or confirmed COVID-19 cases. Employers must ensure negative pressure rooms remain functional at all times during use. Highest level of PPE must include PAPR (powered air-purifying respirator), coveralls meeting ASTM (American Standard for Testing and Materials) standard, gloves, temporary scrubs, N95 respirators and other protections for all employees at risk of exposure.
- What is the hospital's capacity in the negative pressure room? Immediately transform all units that can be transformed into negative pressure units.
- In order to limit further community spread, establish policies prohibiting visitors to the facility unless the patient is in Labor and Delivery with father and one additional person; one person for patient in palliative care; parents of a hospitalized child. No children.
- Allow case managers to work remotely.
- Strict adherence to federal, state or local social distancing directives and/or guidelines for all infusion treatment centers. This will require the facility to stagger these patients who are immunocompromised. Patients should be provided masks that provide protection for healthcare workers providing care to those patients.
- Provide infrared thermometers to limit exposure to patients with high temperatures.

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**[www.seiu121rn.org](http://www.seiu121rn.org)**



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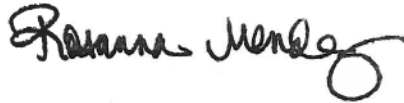
***United for quality care.***

- Per state and local directives, immediately assemble a command center and follow internal triage procedures for surge of patients with possible or confirmed COVID-19, including plans to isolate, cohort, and to provide safe staffing.

As our healthcare system becomes further strained as a result of COVID-19, it is crucial that the hospital take all necessary steps to ensure that our members minimize their exposure. The Union's goal is to ensure that the hospital has ample healthy, well-supported healthcare workers ready and able to respond and take care of our communities when the expected surge of COVID-19 patients occurs.

We are available to meet via video/conference call. Please let us know your availability within the next two weeks.

Sincerely,

A handwritten signature in black ink, appearing to read "Rosanna Mendez", with a stylized flourish at the end.

Rosanna Mendez, Executive Director  
SEIU Local 121RN