

**From:** [REDACTED]  
**Subject:** Public Comment for San Mateo BOS Meeting -9/29  
**Date:** Monday, September 28, 2020 4:26:38 PM

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To whom it may concern,

I'm sending you 3 copies of public comment on behalf of RNs at Seton Medical Center, who cannot attend the Board meeting tomorrow. We request these statements be placed under general public comment item.

Thank you

Dear San Mateo Board of Supervisors,

My name is Shanon Egan, an ICU registered nurse for 20 years and a member of CNA. 13 of those I have spent at Seton. We have been through some difficult times over the past few years and still, the employees have persevered because of our love for the hospital and the community.

Once AHMC took over we thought working conditions would improve. However, this has not been the case. They terminated all traveler RN contracts at the end of July knowing we were short staffed. With no new hires on the horizon and no travelers we were forced to work OT without breaks and continued violation of state mandated ratios. This not only jeopardizes our patients but also takes a toll physically and mentally on the nurses. Who among you can say you work 12 hours without sitting down for at least a glass of water? In the last few weeks, due to COVID exposures we are also wearing not only surgical masks but N95 for 12hour shifts which is extremely uncomfortable when we are not able to take breaks.

The new owners DO NOT seem to be concerned for patient safety or the safety of its employees. The wellbeing of the people in our communities requires the safe, effective, and therapeutic care our nurses provide. Driving experienced RNs away from our hospital serves no legitimate purpose and undermines the interests of Daly City residents.

We ask you to join us in holding AHMC accountable for ensuring we have safe staffing to adequately take care of our community

Thank you  
Shanon Egan, RN

Dear San Mateo Board of Supervisors,

My name is Shane and I have worked on the Ortho/Spine medical surgical unit at Seton Medical Center for 9 years. During that time, I have worked as a union member with CNA in multiple actions regarding patient/nurse safety and keeping Seton open as an acute care facility. The nurses have worked hard over the years, with you and other elected officials and the community to keep Seton open and serving the people of Daly City.

Through multiple buyers and bankruptcy and years of uncertainty, we finally have a new owner. But because of the years of mismanagement, we are not out of the woods yet—we are critically and dangerously short of nursing staff. Every unit has been out of legal mandated ratio at least once, my unit alone 3 times in the last month. We've lost so many nurses during the years of this difficult transition and we are desperately in need of relief.

Nurses are working 12 hour shifts with no charge nurse and no break relief, which means no rest or meal breaks for their entire shift. The nurses are doing the best we can, picking up extra shifts to help our coworkers take care of patients. However, working in these conditions for weeks and months on end is leading to exhaustion, burn out, and even more staff leaving. It's incredibly unsafe for our patients, with nurses more likely to make mistakes or errors due to exhaustion. We need help now—whether that is in the form of out of state travelers or registry--until the posted positions are filled. Seton cannot remain a mainstay of patient care for the city and county if there are no nurses to take care of patients.

We ask you to join us in holding AHMC accountable for ensuring we have safe staffing to adequately take care of our community

Thank you all for your time and support!

Shane Ward, RN

Dear San Mateo Board of Supervisors,

My name is Michelle Kubota. I have been a nurse at Seton Medical Center for 20 years now. For the past few weeks, we have been working under extremely unsafe environment. WE are working regularly with no Charge nurse or break relief nurses. We just do not have enough nurses to help run our hospital in a safe manner. Yes, vacant position has been posted, Job fair have been held; however, it took months of nurses advocating for more staff before they took steps to increase staffing levels. Meanwhile, nurses are still leaving because of the unsafe environment and imposed conditions while our bargaining team works on getting a contract.

We are unable to agree on a contract in July because what they offered was not comparable to the Bay Area standards. The hospital cannot keep staff because other hospitals are more competitive. We do not want to jeopardize our patients and nurse's well-being when we are not getting enough help.

We already lost a large portion of our accrued hours during the transition. To lose our sick hours during the pandemic, when nurses/healthcare staff are risking their lives at work is an insult, especially to all the staff that have kept this hospital running for decades AHMC now offers us less than 2 hours of sick per pay period, which is about 5 hours less than what we previously had. Nurses continue to work chronically understaffed, without breaks or ancillary support, forced to work overtime, and denied testing during exposures. The health and safety of our nurses continue to be compromised.

I and all the nurses of Seton Medical Center are asking you to stand with us to ensure AHMC is held responsible for making the hospital safe, so we can take care of our patient, our community, and each other.

THANK YOU SO MUCH  
Michelle Kubota, RN

**Julie Tran**  
California Nurses Association | Labor Representative



**From:** [REDACTED]  
**Subject:** Public Comment for San Mateo BOS Meeting -9/29  
**Date:** Monday, September 28, 2020 4:31:13 PM

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To whom it may concern,

I'm sending you 2 copies of public comment on behalf of RNs at Seton Medical Center, who cannot attend the Board meeting tomorrow. We request these statements be placed under general public comment item.

Thank you

Dear San Mateo Board of Supervisors,

My name is Darlyn Macaranas, COVID MedSurg RN for over 10 years at Seton Medical Center and a member of CNA.

We have been taking care of COVID patients since March but, yet we're being denied testing unless we are symptomatic. We have been exposed to some staff who tested positive, but we still can't be tested unless we are symptomatic. Nurses are expected to wear one N95 mask per shift (8 or 12 hours). We wear the mask most of our shift, often the moisture in our mouth area can affect the efficacy of our respirators.

For the safety of our patients, fellow staff, and our own families, we believe that it is important that: 1.) All frontline staff be tested regularly and not be denied testing when needed 2.) All COVID positive staff should have a negative result prior to going back to work 3.) We be issued more than one N95 mask per shift and any PPE necessary to keep everyone safe

While I understand our current situation, I believe that it should be imperative that the safety of our staff, our families and our patients should be the utmost priority of our management. We ask you to join us in holding AHMC accountable for ensuring we have safe staffing to adequately take care of our community

Thank you

Darlyn Macaranas, RN

Dear San Mateo Board of Supervisors

My name is Arlene Sutter, COVID MedSurg RN for 25 years at Seton Medical Center and a member of CNA.

The bankruptcy and transition to AHMC has left nurses without any sick leave hours. Nurses and healthcare workers face highly stressful situations during the normal course of our duties. The pandemic and now flu season upon us have only served to exacerbate and amplify that stress. What would happen if we find ourselves too sick to work for an extended period? We continue to exhaust our PTO/Vacation hours that should be used towards legitimate vacation time, not being sick.

This strongly reminds me of the current political climate we're facing now; Republicans desperately trying to fill Supreme Court Justice RBG's position instead of waiting until after the election. They want to get rid of Obama's ACA, especially now when Trump is still in office. Why take away health benefits from hardworking Americans during a Pandemic?

Our Nurses, ask you to join us in holding AHMC accountable for ensuring we have safe staffing and sick leave/health benefits, so we can adequately take care of our community

Thank you  
Arlene Sutter, RN

**Julie Tran**  
California Nurses Association | Labor Representative

