

**Subject:** Fwd: Settlement Agreement

**Date:** Thursday, June 2, 2016 at 8:42:23 AM Pacific Daylight Time

[REDACTED]

**To:** Geneviève M. Clavreul, Genevieve Clavreul

Check this out

Sent from my iPhone

Begin forwarded message:

[REDACTED]

**Subject: Fwd: Settlement Agreement**

Sent from my iPhone

Begin forwarded message:

[REDACTED]

**Subject: FW: Settlement Agreement**

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[REDACTED]

Sent: Wednesday, June 01, 2016 12:21 PM

To: All Users

Subject: Settlement Agreement

Today, Huntington Hospital successfully reached a Settlement Agreement (pending approval by the Regional Director of Region 31 the NLRB) with the National Labor Relations Board (NLRB) and the California Nurses Association (CNA). This Settlement Agreement is in our best interest because instead of spending a significant amount of our resources and delaying an inevitable second election, we are now able to move forward and have another election where our nurses can vote once again to remain union-free.

Under the terms of the Agreement:

- Huntington Hospital did not admit any violation of the National Labor Relations Act.
- The termination of employment of Allysha Almada Shin and Vicki Lin will be rescinded and replaced with voluntary resignations.
- Each nurse will receive backpay, plus interest, and excess tax liability. (Allysha Almada Shin will receive \$27,234 and Vicki Lin will receive \$28,950, less federal and state withholding on the backpay.)
- Going forward, the two nurses are never permitted to obtain employment or have any other business relationship with Huntington Hospital.
- A "Notice to Employees" will be emailed to all Huntington Hospital Registered Nurses. This Notice will be posted for 60 days throughout our hospital in about 40 locations and will be posted on the SharePoint homepage.
- The NLRB will set the date of the second election which will be conducted under the same terms as the first election, which includes Patient Flow Coordinators (PFCs) being allowed to vote with their votes subject to challenge.

Our nurses are exceptional and we continue to respect all of their rights, including their right to be represented by a union should they so choose. We firmly believe that the April 2015 election rejection of union representation was lawful and proper and our preference was to have that election certified. However, in the interest of reaching a fast, efficient, and final resolution to this issue, we reached this Settlement Agreement.

We will continue to focus on providing excellent and compassionate patient care and supporting our employees. Your dedication to our patients and each other is appreciated. Thank you.





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1. The first part of the document discusses the importance of maintaining accurate records for all transactions. It emphasizes that every entry should be supported by appropriate documentation and that any discrepancies should be investigated immediately.

2. The second part of the document outlines the procedures for handling sensitive information. It states that all data must be stored securely and that access should be restricted to authorized personnel only. Any breach of security must be reported to the appropriate authorities without delay.

3. The third part of the document describes the process for conducting regular audits. It notes that audits should be performed at least once a year and that the results should be used to identify areas for improvement and to ensure compliance with all applicable regulations.

4. The fourth part of the document discusses the role of management in ensuring the integrity of the financial reporting process. It states that management is responsible for establishing a strong control environment and for providing the necessary resources to support the reporting process.

5. The fifth part of the document describes the process for resolving disputes. It notes that all disputes should be resolved through a fair and equitable process and that the results should be documented and shared with all relevant parties.

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The following information is provided for your reference:

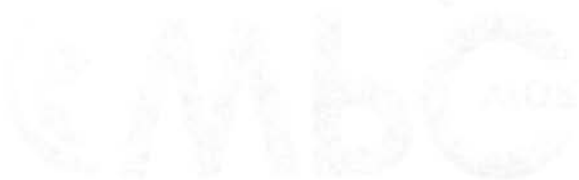
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