



**JNESO**  
DISTRICT COUNCIL 1, IUOE / AFL-CIO  
*the professional health care union*

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ELFRIEDA V. JOHNSON, RNC, PRESIDENT  
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January 26, 2018

Stephen Landers MD, MPH  
President and CEO  
Visiting Nurse Association Health Group  
23 Main Street  
Suite D1  
Holmdel, NJ 07733

Dear Dr. Landers;

It has come to our attention that there was a communication sent out to the VNA Health Group Nurses, many of whom are represented by JNESO, District Council 1 IUOE. We understand that there was a complaint made against a nurse who allegedly did not complete the tasks/services listed in a plan of care related to wounds and diabetes care and this is sparking a Medicare plan of correction and survey. Our members take their jobs extremely seriously and patient care is paramount.

As you should be aware, we were in negotiations for six months to achieve a successor collective bargaining agreement. In that six months many conversations were held and proposals were made to address the lack of staff to perform patient care visits, the time needed for those visits and time to complete documentation. Not only in negotiations have these topics been discussed, but we have brought it up as topics of concern in many labor management meetings prior to our last negotiations. Currently, there is a concern of over-scheduling admissions on weekends that would compromise the nursing staff to adequately and safely care for patients. There has to be some accountability for the agency in what has happened here. This is not the first time these issues have been brought up needing to be addressed.

You have asked for the nursing staff to pay attention and cooperate with Ellen Gusick and the managers, but where has there been attention and cooperation to the concerns that our members have asked to be addressed by the VNA Health Group. JNESO Local representatives and staff would like to have a meeting to address what has happened here and your e-mail directly with you. Please let us know when you have scheduled a meeting and we would be more than happy to sit down with you and articulate our concerns further.

Sincerely,

Merédith Larson  
Labor Representative