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March 12, 2018

Mr. Gene Karlen  
Interim Chief Human Resources Officer  
VNA Health Group  
23 Main Street, Suite D1  
Holmdel, NJ 07733

Dear Mr. Karlen:

JNESO is in receipt of your March 8, 2018 response to Ms. Larson letter requesting to meet with Dr. Landers regarding the issue of documentation. While we appreciate Dr. Lander's open door policy to meet with individuals concerning this issue, it is the Union and its representatives that have made the request to meet as to avoid any feelings of intimidation or discomfort that may accompany a one-on-one meeting.

We can agree that training is a good thing and are open to be sure that our members, your employees, have to the resources they need to do their jobs. However, where we disagree is the fact that our members have been understaffed and at times are not given enough time to thoroughly complete the necessary documentation for adequate patient care that VNA demands of them.

Since neither you nor Dr. Landers were present at negotiations, JNESO and management representatives at VNA engaged in bargaining for 7 months to reach a successor agreement. During that time, staffing was the number one issue discussed from the outset of bargaining beginning in March 2017. We were happy to see that management recognized the issue and made several proposals to address the situation, as did the Union. During our discussions, both sides deliberated the need to hire more staff, have adequate time to train current staff, and have enough time to thoroughly complete documentation. Arguably, we did not come to the perfect solution, so it is still an issue nonetheless.

This is not something that can be rectified one-on-one. These are issues that affect the bargaining unit as a whole. Open constructive dialogue with bargaining unit representatives is vital to accomplish the demands that you have set forth for your employees. Therefore, we renew our January 26, 2018 request for JNESO staff and Local representatives to meet with Dr. Landers and management representatives.

We look forward to hearing from you.

Sincerely,

Douglas A. Placa  
Executive Director

Cc: Y. Brewer, Labor Services Director  
M. Larson, Labor Representative  
B. Barbato, Local President  
Local Executive Committee

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*The Professional Health Care Union*