



The Cambridge Hospital

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Harvard Medical School



CAMBRIDGE MA.

AN OPEN LETTER TO THE CAMBRIDGE CITY COUNCIL

AND THE PEOPLE OF CAMBRIDGE

We workers, housestaff, and attending physicians at Cambridge hospital are very concerned with the current contract proposal offered by the City of Cambridge to the Cambridge nursing staff.

Registered nurses at Cambridge Hospital have been working since June 1985 without a contract. Negotiations are now deadlocked because the hospital administration is demanding that the nurses' work week be extended by 11% with a 2% increase in salary. This amounts to a 9% decrease in hourly wage. In addition, the city's "final" offer calls for decreased sick leave. This offer is particularly offensive in view of the 5% wage increase for the hospital's administrators this year.

We are proud of the quality of nursing care at Cambridge Hospital, a city owned facility that cares for any Cambridge resident regardless of ability to pay. It is our collective experience that the Cambridge Hospital nurses are among the most patient-oriented and dedicated nurses available, despite the stressful work conditions of a city hospital. The proposed wage cuts would make the Cambridge Hospital a less desirable place to work and lead to a depletion of quality nurses. Many full-time nurses would be replaced by temporary, per diem nurses - a situation which would worsen patient care. Encouraging nurses to work when sick can hardly be in the best interests of our patients.

We wholeheartedly support the Nurse's Association in their efforts to oppose the present contract proposal. We hope that the City of Cambridge will reconsider its position and will strive to provide fair compensation for the providers of quality patient care.

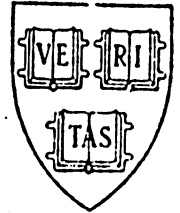
Sincerely,

Gerald Coste M.D.
President, Cambridge Hospital
House Officer's Association



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Sincerely,

Lee R. Charlock MD
Simon Levene MD
John Silverstein, M.D.
Jeff Miller MD
Gregg Coodley MD
H. V. V.

Ellen Charlock MD
Miriam Shuchman MD

Kenneth Walter, MD, MPH

Joshua Dorman, MD

Richard Jandry MD

Roselle Hamel MD

Paul Singer

Ramona Quora MD

Elizabeth C. Beane MD



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Diane Patrick MD
Russell L. Wright M.D.
H. H. H.
Kerok A. J. J. MD
J. H. M. H. MD
Gregg Cordley M.D.
Miriam Shuckman MD

Sara Lannox L.A.
Lynn E. Holmberg MD
Karen Freund MD
Steffie A. Beckman MD
Richard P. P. MD
Kenneth Walter, MD, MPH



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As employees of Cambridge Hospital, we deplore the administration's attempt to lower nursing wages. Lower wages for nurses will mean higher nursing staff turnover, decreased continuity of care and an increase in intermittent, per diem coverage. Encouraging nurses to work when sick can hardly be in the best interests of our patients.

We are proud of the quality of nursing care at Cambridge Hospital, a city owned facility that cares for any Cambridge resident regardless of ability to pay. We believe that the administration's stance is an attack on the quality of medical care in our city.

We urge you to support the nurses struggle for a living wage and adequate sick leave. We must continue to make quality health care a priority.

Ernst Gelman MD
Paul Erbes MD

Sam Martin MD
Rud Curran MD
Patricia Ziegler RN, MSN

Amy Chen MD
Laura Hughes, RN
Marie Civello, OPO Coordinator

Deane Donald, MD, MS, CS
Jerry Levin LCSW
Paul H. Long, MD
Nancy McMillan MD, CS, MSN
Judith Horan MD
Susan Perkins, M.A.



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Sincerely,

- (8) Alvin P. Anderson
- (9) Michael Shulkin B.S., D.
- (10) Carolyn C. Kelly
- (11) Hz Underwood, MA
- (12) Bza Mmfer MD
- (13) Deborah Gedick
- (14) Joseph P. Sane
- (15) Sandra Darling

Michael R. Greyson
Traffic Bureau (H.A.)
Walter Burke
Crystal Kane
Ann Conceicao
Diane Gibson
Leslie Villanueva



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*Cathy Schwartz
Roseanne Hicks
Brenda Leahy
David Himmelstein, MD*



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Henry Tobin RN	<i>[Signature]</i>	Patricia G. McLaughlin	Margaret Allabon
Susan RN	Boyle	Patricia K. White	Helen Kabet
St. Ann's Hospital	Margaret Blery	Beth Fennell	Sharon (Benson)
St. Ann's Hospital	Marie Louise Jean Baptiste	Wendy Apple	Laudia Kueff
Colon CPA	Gemma M. O'Grady	Donna Smith	Methy Blum
St. Ann's Hospital	Ann Munnich	Kerry Bellone	Fini Cavallero
Lance McCrossan	Janet Geddis	Lynne Burton	Melba
Nick A. Hickey	Gone Lary	Mark Epstein	Carol Evans
Wendy Martini	Joan McDermott	Heidi Hoss	Ann M. Neelies
Gilda Devino	Joan McDermott	Joan McDermott	



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Paul Epstein MD *Caphne Blackman MD*

in [signature] MD

Emilio Corvillo MD

Rae H. Goldner

David [signature] MD

William [signature] MD



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[illegible]

S-109

Comm. from Gerard Coste, MD, Pres., Cambridge
Hospital House Officer's Assoc., transmitting
an open letter to the Council & people of Cam-
bridge Re: current contract proposal offered
by the City to the Cambridge nursing staff.

In City Council,

February 24, 1986

*Referred to the
City Manager -*

*Copy sent to the City Manager
2/26/86 mch*