

Nashoba Valley Medical Center Nurses and all Caregivers are Always Here for You... **But Today We Need Your Help**

Nashoba Valley Medical Center is our community's hospital. As nurses and other caregivers, we're proud of the care that's delivered there.

But our hospital turns away patients because its for-profit owners don't devote the resources necessary to recruit and retain nurses and other staff.

This has created a staff shortage so acute that on May 1 the 124 RNs who are part of the Massachusetts Nurses Association and who are in contract talks with hospital management, cast a 100% yes vote authorizing a one-day strike should hospital management fail to address the issues affecting nurses' ability to deliver the best care.

- ★ Of the 363 Emergency Room RN shifts for 7/11/19 through 8/31/19, 100 do not have an RN assigned!ⁱ
- ★ Patients are frequently transferred out because there is not enough staff.

More facts are on the back →

Does the company have the money for the resources to care for our patients?

Our hospital is owned by for-profit Steward Healthcare, which is owned by the giant private equity company, Cerberus Capital Management:

- ★ In 9/2016 Steward/Cerberus sold the properties of its nine Mass. hospitals for \$1.25 billion to a real estate investment trust.ⁱⁱ
- ★ In 9/2017 the company sold the properties of 10 other out of state hospitals to the real estate investment trust for \$1.4 billion.ⁱⁱⁱ
- ★ In the past two years, Steward/Cerberus bought 26 hospitals in the U.S. and three in Malta.^v
- ★ Massachusetts is suing Steward for refusing to provide the state with their audited financial statements.^{vi}
- ★ The company has many executives. At the top is Cerberus' CEO Stephen Feinberg, whose personal net worth is a reported \$1.6 billion.^{vii}

**We Need to All Say Together as a Community:
Do the Right Thing: Put Patients *Before* Profits!**

Facts about the nurse staffing shortage at Nashoba Valley Medical Center and Why We Need Our Neighbors' Help!

- ★ RN turnover is 200% of the Northeast hospital average of 16.5% percent annually, and the current RN vacancy rate is more than 200% of the national average.
- ★ In 2018, 12% of shifts (84 out of 730) in the ICU were staffed with only one RN. In the 1st three months of 2019: 35% (52 out of 148) of the shifts in the ICU had only one RN.
- ★ The RN staff in the geriatric psychiatric unit has turned over three times in the past three years!^{viii}
- ★ Schedules always have “holes”: Management can't say what RNs will be assigned to what shifts because there aren't enough RNs on staff.
- ★ Of the 363 Emergency Room RN shifts for 7/11/19 through 8/31/19, 100 do not have an RN assigned!^{ix}
- ★ Patients are frequently transferred out because there is not enough staff.
- ★ ICU beds are often temporarily closed due to the shortage of ICU RNs. In response, the hospital uses stopgaps such as “boarding” ICU patients in the ER or transferring ICU patients to other units. During some shifts, management closes the ICU entirely for lack of staff.
- ★ A comparison of wages of Nashoba RNs to those at 22 competing hospitals showed that NVMC RNs earn up to 21% less than the average. Over 20 years at present comparative wages, a Nashoba RN would make \$217,000 less than if they worked at the average area hospital.
- ★ Steward recently successfully applied to the Centers for Medicare & Medicaid Services (CMS) to have NVMC's reimbursement-rate designation changed from “Central Mass.” to “Boston.” Steward's rationale was that NVMC's costs are like those of Boston hospitals, including labor costs. Since the reclassification in 2018, RNs have not seen any of it.

ⁱ As of 7/1/2019

ⁱⁱ “Steward Healthcare Announced National Plan, \$1.25 billion Investment,” Boston Business Journal, 9/26/2016, and <http://www.medicalproptiertrust.com/stories.asp?id=1544129>

ⁱⁱⁱ <https://www.businesswire.com/news/home/20170929005650/en/Medical-Properties-Trust-Completes-1.4-Billion-Investment> and <http://www.medicalproptiertrust.com/stories.asp?id=1549048>

^{iv} <https://www.steward.org/network/our-hospitals>

^v <https://timesofmalta.com/articles/view/steward-hospital-in-us-sold-to-real-estate-developer.670448>

^{vi} “Steward Health Care fined for second year in a row for failing to submit financials.” Modern Healthcare, <https://www.modernhealthcare.com/article/20160516/NEWS/160519915/steward-health-care-fined-for-second-year-in-a-row-for-failing-to-submit-financials>

and <https://www.bostonglobe.com/business/2016/05/15/steward-again-withholds-financial-data-from-mass/tmFOsE1WAG83yc4M4rj1IN/story.html>

^{vii} Forbes. <https://www.forbes.com/profile/stephen-feinberg/#18bf0db9736e>

and New York Magazine: <http://nymag.com/intelligencer/2016/11/a-billionaires-dreams-of-creating-a-guns-empire.html?gtm=bottom>

^{viii} With exception of two RNs.

^{ix} As of 7/1/2019

