



Ryan M. Hamilton
State Representative
15th Essex District
Methuen & Haverhill

The Commonwealth of Massachusetts
House of Representatives
State House, Boston 02133-1054

Committees:
Financial Services
Higher Education
Municipalities & Regional Government
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August 2, 2023

Laurie H Glimcher, MD
President and CEO
Dana-Farber Cancer Institute
450 Brookline Ave.
Boston, MA 02215-5450

Dear Dr. Glimcher,

I am writing to share my strong support for the Merrimack Valley nurses working at the Dana-Farber Cancer Institute located at 5 Branch St. in Methuen. It is critical that their appeals for better working conditions and good faith bargaining are met swiftly and appropriately.

As you know, these healthcare professionals are on the frontlines of caring for patients and liaising with their families. They play a vital role here in the Merrimack Valley by supporting patients through the hardship of a cancer diagnosis and bolstering our fight against this disease. But a lack of basic employment protections, the denial of equal retirement and benefits options, and a substantial gap in pay between nurses based in Boston and nurses based in the Merrimack Valley are threatening the good work of these community members.

As a State Representative from Methuen, I implore you and Dana-Farber Cancer Institute to bargain in good faith with these employees. Several concerns regarding their current collective bargaining agreement and working conditions have been brought to my attention:

- The wage proposal put forth by Dana-Farber Cancer Institute - Merrimack Valley (**DFCI-MV**) is around 22% lower at the top step than that used by Dana-Farber Cancer Institute - Boston (**DFCI-Bos**). This substantial gap is at threat of further widening with the upcoming wage negotiations this fall for Boston-based nurses. **Nurses working in**

the Merrimack Valley deserve equal access to fair pay that adequately reflects the increasing costs of living in our community, just as their counterparts in Boston do.

- The above mentioned wage proposal also comes in at the top step significantly below wage allocations at neighboring institutions (\$10.55 per hour less than North Shore M.C. and \$6.01 per hour less than at Lawrence General by this October). **Nurses at DFCI-MV deserve compensation that keeps up with wage increases across their field and throughout the region.**
- Nurses at DFCI-MV are currently denied a host of regular benefits and provisions. These include:
 - No overtime for hours worked beyond daily shifts
 - Benefits that are subject to change at any time, due to the refusal to codify benefits for nurses in the collective bargaining agreement
 - Retirement plan and vacation time options that fall below those offered to DFCI-Bos RNs
 - Limited flexibility for regularly scheduled days off, affecting the work-life balance of employees and needed time off for child and senior care.

Merrimack Valley nurses deserve clear, well-protected benefits that support their current and future well-being and enable them to support their families.

As someone who has had a family member receive treatment at Dana-Farber, I know firsthand the impact that nurses can have in times of immense stress and uncertainty. It is only right that we support our nurses now, just as they support our loved ones and community members in their times of need.

I appreciate your consideration of this letter and invite you to engage with our community on this issue. Please don't hesitate to reach out with any questions.

Sincerely,



Ryan M. Hamilton
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15th Essex
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