

January 29, 2008

Dear Reuben:

I'd like to bring to your attention major credibility issues concerning our Filipino nurses. As you know, we have placed hundreds of Filipino registered nurses with many of the leading US hospitals over the past several years. Many of our client hospitals have had Filipino nurses break their employment agreements without a work related cause. They simply choose to move to different locations to be near friends and family. This seems to be becoming more rampant as other nurses learn that they can break their employment agreements with no serious repercussion.

The hospitals are very upset because they are not used to dealing with such unprofessional and unethical behavior from their professional staff members. This often creates short term staffing problems as well as longer term morale problems for the remaining staff. High, unexpected turnover is not conducive to effective patient care and was not anticipated by the hospitals. The hospitals are spending much money and time to assist the nurses to immigrate and assimilate to their new homes, and in return they only expect the nurses to keep their end of the employment agreement.

The latest instance we have encountered just occurred last week at Heart of Florida Regional Medical Center in Orlando, FL. One of the nurses resigned with no notice. She stated that there were no work related issues, but that she was going to move to Texas to be closer to a sick Aunt. This has been the consistent pattern. The nurses tend to break their employment agreements by leaving early to live near friends or relatives. We have several other Filipino nurses in all of these hospitals and each have active Filipino communities, but the nurses simply feel that it is acceptable to break their employment agreements to live near other friends and family. And they go off with their green cards. This is not right, and the hospital and everyone else knows it.

Please keep in mind that Heart of Florida Regional Medical Center is a large hospital owned by HMA, Inc. HMA is one of the largest chains of hospitals in the US with 2006 sales in excess of \$4 Billion and 34,500 employees. This problem has also occurred in several other HMA hospitals throughout the US, and I was told that HMA corporate is beginning to piece together all of these problems with Filipino nurses breaking their employment agreements. I was also told that Heart of Florida Regional Medical Center may not accept any more of their current nurse applicants from the Philippines. If this spreads throughout HMA corporate, then our placement of Filipino nurses will be finished. Word would spread very quickly if HMA or any other large groups become vocal about this problem.

Reuben, I don't know what to do about this problem. I have dealt with it person by person and hospital by hospital for the last several years. If it is not too late, this must be corrected before US hospitals will no longer accept Filipino nurses. The nurses must work out their employment agreements or else sponsoring immigrant nurses is not worth the expense, time, or risk to the hospitals.

Do you think that these are issues that we should bring to the attention of the Philippine government or the Philippine Nurses' Association? Please let me know what you think.

Best wishes,  
Jeff Ciuba  
Global Services, Inc.