

**Dr. John D'Angelo**

President and Chief Executive Officer  
Northwell Health

**Subject:** Demonstrate your commitment to our shared mission

Dear Dr. D'Angelo:

We, the undersigned NYSNA nurses, are writing to you as a coalition of dedicated registered nurses from Plainview and Syosset Hospitals, who are deeply committed to the patients, families, and communities we serve.

On Oct. 1, you sent a message to staff emphasizing leadership through purpose—connecting people to *why we are here*, and rallying everyone around our shared commitment to compassionate, quality care. You wrote that connecting staff to the Northwell mission helps us stay energized and empathetic.

Your words resonated with many of us. However, the current contract proposals being presented to the nurses stand in opposition to that message. The offers Northwell has presented include inadequate pay and benefits and work rules that will negatively impact nurse and patient safety. Additionally, the refusal to commit in writing to safe nurse-to-patient ratios—allowing assignments that could reach as high as nine patients per nurse—directly jeopardizes the quality of care that Northwell pledges to uphold.

At our bargaining tables Northwell negotiators come late and unprepared, leave negotiations early, weaponize scheduling to create delays, refuse to make bargaining accessible to nurses, and have yet to offer serious, meaningful counterproposals. For those of us who have bargained many times, this behavior is unprecedented and unacceptable.

The disconnect between your message of shared purpose, the actions of your bargaining team, and the reality of these contract proposals is disheartening and disillusioning. All Northwell nurses want is to deliver safe, high-quality care with dignity and support. We need our leadership to truly share our commitment to compassionate, quality care. You can demonstrate your commitment by negotiating the fair contracts that Northwell nurses and patients deserve.

Respectfully,

NYSNA nurses at Plainview and Syosset