

Lordy -

I would have thought you would have been the one to be the most sympathetic to the Health Boards concerns - I'm sure my feelings will mean nothing to you but for what it's worth I'm really surprised & let down. I had good feelings about working in the clinic here - that has always been my desire but the circumstances I encountered were quite appalling to me - Call it a cop out or whatever you like but believe me when I say there are problems - I spent some time at work today just talking with a particular Ontario elderly patient along with her physician. I had written this letter up for the Board & the B.C. & was going to present it but after listening felt there was no need - I know your good friends will go but his lack of communication & what I consider to have been his responsibility in regards to promises he made me played a part in my decision too.

Dec. 12, 1982

To Cnicda Health Care Board Members + Cnicda Business Committee

This letter is not meant as a malicious gesture directed to one or two persons but instead to make you aware of the fact that there are many problems at the C.H.C. Also, please keep in mind using my personal experience with the Community Home Health Aide position is not the issue either, but the only way I felt able to attempt to hopefully get my message across.

You may or may not be aware that I was selected for the position of Community Home Health Aide and chose to terminate after 1 1/2 days of actual employment. Most likely this doesn't say much for me, look at it any way you would like but it may interest you to know since graduation from Licensed Practical Nursing in 1968 I have been employed at 3 facilities over that period so that should also speak for itself. I will try to be as brief as possible with the events leading up to my decision to terminate. After having first applied for the Pharmacy Aide position the Home Health position was brought to my attention by personnel manager which I agreed to be interviewed for - was notified per phone the same day by OHC that I had been selected for the Home Health position - it was told to me very abruptly, almost rudely as though he were sorry I was selected which immediately made me not only question his attitude but question did I really want that job? First impressions are important and unfortunately lasting. When reporting for the job it was suggested to me that the Home Health nurses do not wear white - again I was discouraged - my profession is important to me and the paper attire goes with that unquestionably. In my opinion the general public would

feel much more confident with a proper attitude person. taking care of them especially in regards to personal health care.

Prior to accepting the Community Health position it was told to me that I would receive more hourly wage as compared to the pharmacy aide position giving consideration for my training and experience. After the first day was not informed of hourly wage. The second day discussed the matter with OHC Administrator - he stated he still did not discuss matter with Personnel Manager.

With that I asked to see salary range he had to work with - the maximum being lower than present wage therefore he stated it would be unlikely for him to give me a higher wage. Needless to say I didn't expect the wage to meet my present one but I did expect consideration to be given. Again I state the wage is not the issue I would like you to be concerned about but more importantly the manner in which the whole situation was carried out. It left me with the impression

there is a definite lack of communication on someone's part and at this point I'm not really sure who. It appears to me there is also a definite lack of professionalism among many of our supposedly professional people. If a person does not work with some ethics and values in respect for his or her profession they can't possibly relay the same feelings to their co-workers or to the people they serve. If I as an Ojibwa Tribal member of this community have experienced these feelings after spending such a short time with the OHC what must an outsider feel? Quite honestly many negative statements have been made from doctors and professional persons from Green Bay hospitals and clinics in regards to instances happening here at OHC.

Many of the statements made may seem very unimportant to you but I guess that I would have to see you - how important is

health care to you and your family? Many of us do not have to depend on the OHC facility for our entire health needs but on the other hand many do and in my opinion we're not being fair to them. Furthermore we all should be able to use the facility and feel good about it as that is the purpose.

There are many things I would like to show with you but it is difficult to put many of these thoughts and feelings on paper. There are many things I'm aware of that aren't right no matter which way you want to arrange them but then there is confidentiality involved too.

In closing I would like to say in all sincerity I'm sorry about terminating the Community Health position - I would truly like to work here at the OHC but I know I could never work with some of the instances I experienced.