



MAUI DIVISION  
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November 27, 2012

Hand delivered

Mr. Wesley Lo  
Regional Chief Executive Officer  
Maui Memorial Medical Center  
221 Mahalani Street  
Wailuku, HI 96793

**RE: BANNER HEALTH**

Dear Mr. Lo:

The intent of this letter is to obtain information and seek further clarification on the potential public-private partnership of Maui Memorial Medical Center and Banner Health.

In previous discussions with you and HGEA staff, you indicated that Banner Health is aware and recognizes the significant role of unions at Maui Memorial Medical Center (MMMC), Kula Hospital and the Lanai Community Hospital. You also related to us that the Maui Regional System Board of Directors and MMMC would categorize the partnership as a "non-starter" if Banner Health would not consider allowing union representation for employees working in these facilities should Banner enter into a public-private partnership.

As such, due to the number of questions and concerns being raised by employees should there be a public-private partnership, we ask that you provide responses to the following questions:

1. Is it still the position of the Maui Regional System Board of Directors and MMMC that you would not consider or pursue a public-private partnership with Banner Health if Banner is not willing to allow HGEA to be the exclusive union representative for employees?
2. Will the salary and wages of current employees be honored by Banner Health?
3. Will existing medical benefit packages and premiums be retained with no loss in benefits and/or increase in premiums?

4. What is the plan to honor the retirement benefits for employees vested in the State of Hawaii Employees Retirement System?
5. Will current employees, regardless of whether they are vested in the State of Hawaii Employees Retirement System, be offered retirement benefits through Banner Health? If so, can you provide a brief summary of the retirement benefits to be offered?
6. Will all of the current staff be retained? If not, what are the plans during the transition as it applies to staffing?
7. Will the partnership be limited to Maui Memorial Medical Center or will it include the entire Maui Region or more?
8. Will any services currently being offered be eliminated?
9. Will Banner honor any collective bargaining agreements in place at the time of the partnership?
10. Will the Employees' benefits package be retained and honored?
11. How will any approved vacation leave be treated?
12. How will seniority of employees be factored in during the transition?

Your responses to these questions will be helpful in responding to the questions and concerns we are receiving from employees and look forward to hearing from you. Please feel free to contact me at 243-4465 should there be any questions.

Sincerely,



Alton K. Watanabe  
Maui Division Chief