

## Notes & Sources

1. Christina Jewett. Health Workers and Hospitals Grapple With Millions of Counterfeit N95 Masks. Kaiser Health News, 11 February 2021, <https://khn.org/news/article/health-workers-and-hospitals-grapple-with-millions-of-counterfeit-n95-masks>
2. Christina Jewett and Jay Hancock. Counterfeit N95 Scam Widens as Senator Demands FTC Investigation. KHN.org, 12 February 2021, <https://khn.org/news/article/counterfeit-n95-scam-widens-as-senator-demands-ftc-investigation>
3. As of August 16, 2022, JSUMC had 398 job openings (see Footnote 11).
4. Any identifying information in responses to the survey referenced in this paper from Local 5058 members was removed. Statements are presented anonymously for the protection of the workers.
5. Hackensack Meridian Health website, <https://www.hackensackmeridianhealth.org/en/About-Us>
6. Hackensack Meridian Health website, <https://www.hackensackmeridianhealth.org/en/locationsearch#sort=%40distance%20ascending>
7. This is a Generally Accepted Accounting Principle (GAAP) term that is used in audited financial statements, see HMM Audited Financial Statements Summary Statements of Operations.
8. Hackensack Meridian Health 2019 Audited Financial Statement.
9. Hackensack Meridian Health 2020 Audited Financial Statement.
10. Hackensack Meridian Health 2021 Audited Financial Statement.
11. OSHA Establishment Search database originally showed 19 investigations; when viewed on 28 July 2022 that number was reduced to 15 (possibly due to withdrawal of those complaints), but 11 still fell under the fatality/ catastrophic type, <https://www.osha.gov/pls/imis/establishment.html>
12. CDC Provider Relief Fund General Allocation, <https://data.cdc.gov/Administrative/HHS-Provider-ReliefFund/kh8y-3es6> and CDC High Impact Relief Fund, <https://data.cdc.gov/Administrative/HHS-ProviderRelief-Fund/kh8y-3es6>
13. OLS Analysis, FY2023, Department of Health, DOH Response to OLS Questions, <https://www.njleg.state.nj.us/budget-finance/governors-budget>
14. NJ Senate Bill, FY2023, pp. 89, 264, <https://www.njleg.state.nj.us/bill-search/2022/S2023>
15. Local 5058 adapted a management tool for assessing the climate of the work environment to develop the survey.
16. Local 5058 had 612 responses out of 1400 members.
17. With 398 job postings at JSUMC, it is understandable why RNs would feel they do not have the necessary support from other personnel to care for patients. The open positions cover ancillary support staff as well as clinical staff. HMM job listing webpage, accessed 16 August 2022, <https://jobs.hackensackmeridianhealth.org/>

18. Charges were filed with the National Labor Relations Board in 2020; An arbitrator decided in Witt's favor that he was fired without just cause and told HMM to reinstate Witt. HMM has filed a complaint in federal court to vacate the award and the Union has moved to confirm it.
19. We will provide a position paper on workplace violence and the role it plays in the daily work lives of JSUMC nurses at a later date. 20. Spencer Kent. Fed-up health care workers allege that N.J. hospital is putting their lives at risk. NJ Advance Media for NJ.com, 13 May 2020, <https://www.nj.com/coronavirus/2020/05/fed-up-health-care-workers-allege-nj-hospital-isputting-their-lives-at-risk.html>
21. Based on emails from RNs regarding the fake masks and the OSHA complaint filed by HPAE.
22. Screenshot of OSHA establishment search page, accessed 3 August 2022, <https://www.osha.gov/pls/imis/establishment.html>
23. Hackensack Meridian Health Audited Financial Statements, 2019 and 2021.
24. Hackensack Meridian Health Audited Financial Statement, 2019.
25. Hackensack Meridian Health Audited Financial Statement, 2020.
26. Hackensack Meridian Health Audited Financial Statement, 2021.
27. Hackensack Meridian Health Audited Financial Statements, 2017, 2018, 2019, 2020, and 2021.
28. Calculation based on Days Cash on Hand ratio using data from Hackensack Meridian Health Audited Financial Statement, 2021. State median provided by NJ Health Care Facilities Financing Authority, <https://www.njhcffa.com/njhcffa/what/reports2.html>
29. Hackensack Meridian Unaudited 1st & 2nd Quarter Financial Statements.
30. Supra.
31. Ayla Ellison. 8 health systems with strong finances. Becker's Hospital Review, 18 August 2022, [https://www.beckershospitalreview.com/finance/8-health-systems-with-strong-finances-2.html?origin=BHRE&utm\\_source=BHRE&utm\\_medium=email&utm\\_content=newsletter&oly\\_enc\\_id=6811B0562389D0A](https://www.beckershospitalreview.com/finance/8-health-systems-with-strong-finances-2.html?origin=BHRE&utm_source=BHRE&utm_medium=email&utm_content=newsletter&oly_enc_id=6811B0562389D0A)
32. Spencer Kent. Nurse fired after defending coworker, union says. NJ.com, 8 April 2020, <https://www.nj.com/coronavirus/2020/04/nj-nurse-fired-after-defending-hospital-coworker-union-says.html>