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## **STATEMENT OF SCOTT BYINGTON**

My name is Scott Byington. I have worked at St. Francis Medical Center (SFMC) as a critical care registered nurse for the last 28 years. The last three of those years were with Prime Healthcare. I'm a proud union member of The United Nurses Association of California/Union of Health Care Professionals (UNAC/UHCP). I was also a bargaining team member.

On November 30, 2023, I and 8 other coworkers, who are also UNAC/UHCP and SEIU members delivered documents to Prime requesting a meeting to address ongoing patient health/safety concerns arising from staffing issues at St. Francis Medical Center, together with letters of support from elected officials.

We were allowed to enter Prime's office and then asked to wait outside and that someone would pick up what we had come to deliver. We left the lobby as requested. Representatives of corporate arrived and were given the documents we had brought. We then left. There was no confrontation whatsoever.

On December 15, 2023, a Human Resources Director advised me that I was being suspended because of my visit to Prime on November 30, 2023.

The following Tuesday, HR attempted to terminate me while I was flying home for Christmas to be with my 80-year-old parents. I was terminated on Wednesday December 20, 2023, by phone.

I believe I was terminated for being a strong patient advocate and advocating for patient care and the health and safety of patients. As healthcare providers, we are the first and many times, the last line of defense for our patients.

I never thought I would be terminated for encouraging Prime to follow California mandated nurse-to-patient staffing ratios.

St. Francis Medical Center is a STEMI center, STROKE center, and trauma center. Prime bought the hospital but did not buy its heart. The heart of St. Francis is the people who work there, who kept coming to work during the pandemic, who slept in their cars oftentimes and then went back to work like I did.

The retaliation by Prime for fighting for our patient's safety and community is unwarranted and unjust.

Statement of Scott Byington

Represented by Attorneys Gloria Allred and Dolores Leal

January 12, 2024