

OHSU claims to be a public institution committed to patients, employees, and science. Unfortunately, that has not been reality.

Right now, ER patients are being treated in hallways and waiting rooms due to capacity issues for available space for the 31 beds in their large hospital. And it takes a long time for sick patients to even get an appointment with a specialist.

OSHU lost \$100 million last year but still handed out \$15 million in executive bonuses.

It appears that the higher ups put their own interests ahead of patients, employees, and the broader community.

How is this acceptable?

- They recently laid off over 500 employees — only to offer a temporary severance package when they realized they needed union support for merger.
- Their pricing is often significantly higher than Legacy for comparable services — squeezing patients for every dollar.
- **Their research comes at a horrifying cost:** easy to find online that thousands of monkeys are subjected to chilling treatment and dissection — not for groundbreaking discoveries, but to chase grant money and boost researchers' personal reputations. Where are the true human breakthroughs? There are none that I could find. And, they are fined by the USDA with tons of animal welfare violations. This was a new fact that I learned in this process.

If you're truly listening to the public, please demand real accountability in this merger with the following conditions and ask the OHA to do the following:

1. **Establish enforceable performance standards through OHA** — if OHSU fails to meet patient care and satisfaction requirements, they should face financial penalties.
2. **Set maximum pricing thresholds** to protect patients from monopoly-level abuse.
3. **Shut down the monkey testing place** — tons of people have made it overwhelmingly clear a bunch of times in this process that this cruelty has no place in our animal friendly community. Ask OHA to create committee for a feasible wind-down period.
4. **Cap executive pay** — no more bankrupting the institution while rewarding top executives. Ask OHA to establish reasonable pay scales based on market conditions, financial performance and patient satisfaction results. They should not be allowed to decide their own bonuses moving forward. If the State of Oregon supports OHSU then OHA should have some oversight over the executive compensation especially when they are awarding themselves obnoxious amounts of money.

These are not radical demands — they are standard, common-sense conditions in any major merger.

From an outsider, it feels like this process is being shaped behind closed doors by some insiders, not by the public voice you're supposed to represent. I base this thought on the fact that one of the members suggested that they need to get OHSU opinion on some matters before making a decision. You are not supposed to be negotiating with or for OHSU – you represent the community interest and the community interest alone.

Please do not auto-approve of a massive merger of a broken system with conditions similar to the above.

Thank you for taking the time to read our comments,

Gabby Martinez deCastro, Esq.

These views are that of my own personal belief and are not reflective of my employer.