

**Congress of the United States**  
**House of Representatives**  
Washington, DC 20515

July 21, 2023

**Mr. Dennis Kogod**

President

**Ms. Helen Giza**

Chief Executive Officer

**Mr. Robert Falman**

Board Chair

**Ms. Bernadette Vincent**

President and Chief Operating Officer

**Fresenius Medical Care**

920 Winter St

Waltham, MA 02451

**Satellite Healthcare**

300 Santana Row, #300

San Jose, CA 95128

Dear Mr. Kogod, Ms. Giza, Mr. Falman, and Ms. Vincent;

I am writing to you on behalf of my constituents in California who work in your facilities, including the registered nurses, patient care technicians, and certified clinical hemodialysis technicians who provide quality dialysis care to all Californians.

Across the industry, I understand that dialysis clinic workers continue to struggle with low wages, inadequate training, and chronically low staffing levels. These working conditions often lead to high turnover as workers leave the industry because of burnout or transfer to another healthcare sector where pay is higher. These factors deprive patients of experienced and consistent support.

I strongly support the federal right of workers to organize and am heartened to learn that hundreds of workers have won elections at 18 Fresenius and Satellite facilities to form a union with SEIU United Healthcare West (SEIU-UHW) to improve conditions for themselves and the patients they serve.

I urge companies across the industry to stand with their employees and avoid coercive behavior towards workers engaging in protected union activities. These include disciplinary action in response to such activities and making threats and promises to workers in advance of union elections.

We can all agree that Californians deserve nothing less than excellent dialysis care, and it is my belief that this is best provided by skilled workers who enjoy good wages, benefits, and the

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protections afforded by a union of their choice. I celebrate my constituents for exercising their right to form a union, and I remain hopeful that your companies will respect their right to organize, and that you will negotiate fair contracts that address the serious issues outlined above.

Sincerely,

A handwritten signature in blue ink, appearing to read "Rob Garcia", written in a cursive style.