

March, 15 2021

Chair Prozanski, Members of the Committee -

My name is Erica Moreno, I am here to discuss my experience of being retaliated against by my previous employer. The hostile work environment began after my concerns of a lack of concern for both Residents and Employees during this COVID-19 pandemic.

In February, I had a staff of 10 housekeepers. Out of the 10 Housekeepers 6 of us became ill with all the same symptoms in early March. I was able to work from home, where staff expressed many concerns that a housekeeper with a fever, cough, and cold was cleared to continue working. When I reported this, there was no concern about the potential dangers from the Administrators.

When I returned to work on 4/2/20 I was shocked to see no one following CDC guidelines especially, since Our Residents were in a high-risk category.

In supervisor meetings on 4/2 and 4/3/20 I raised my concerns about staff still sitting together in the break room with 6 to a table and no one wearing masks and suggested moving the break room to the dining room. After this meeting I was called into the Administrator Office. He explained to me that any concerns that I have need only be discussed with him. He also explained to me that obviously what they were doing was "good enough", since no one had tested positive for COVID-19 and the other facility in town had an outbreak. Sadly, this would change quickly. On 4/15/20 Marquis informed staff and families, that a CNA tested positive, the message stated that the employee did not work the last 5 days and posed no threat to the residents. This was a Lie!

I asked to speak with the Administrator regarding the message. I first asked if he knew that the employee mentioned in the message did work the last 4 days, he would not answer my question and wanted to know why I was asking. I explained we and the families are being lied too, because she had been at work and had entered many different rooms. Sarcastically I was told; "Sorry that we lied to you" he showed such lack of concern. After this I started being attacked. I was told to move my belongings and furniture back and forth between offices, finally with no internet access I asked to speak with all 3 administrators, because I felt my concerns were being dismissed and because of raising such concerns, I was being retaliated against. In this meeting, The Administrator explained I was paranoid and needed to do what was best for me and my family and if that meant leaving my position they would understand. I asked all 3 administrators how we could expect our staff to take this pandemic seriously if we are not setting the example. They are only going to do what they see us doing. My last day was 4/16/20. I have shed many tears over this especially when I received the news that Marquis Hope village had the 2<sup>nd</sup> largest outbreak in Oregon. By June 4, 33 of the 38 residents tested Positive and 43 staff members also 18+ community members. By June 23<sup>rd</sup> Marquis Hope village was cited by the department of human services. As of January 13, 2021, facilities operated by Marquis are responsible for at least 500 COVID-19 infections and 41 deaths.

All I was asking was:

1. Place a high value on life.
2. Listen to Authorities and follow proper regulations.
3. Not to develop a casual attitude.

Sadly, I was “too paranoid”, and no longer had a job.