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United States Senate

WASHINGTON, DC 20510 - 3505

February 27, 2019

Dr. Tomislav Mihaljevic
Chief Executive Officer
Cleveland Clinic
9500 Euclid Avenue
Cleveland, Ohio 44195

Dear Dr. Mihaljevic:

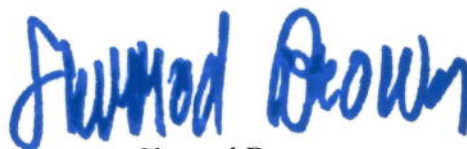
I write in response to the recent announcement that the Cleveland Clinic will be raising the minimum wage for its employees to \$15 an hour by 2020. This is welcome news for workers on the Clinic's payroll, but it will not make a difference for the Clinic's subcontracted employees or those represented by the Service Employees International Union (SEIU). I urge you to ensure that the Clinic's minimum wage increase applies to all Clinic workers, regardless of whether they work for a Clinic contractor or are SEIU members.

As a result of the Clinic's December announcement to raise wages to \$15 an hour, nearly 3,000 of your employees will receive a raise by next year. That is an important step toward improving economic security for your employees, and I applaud the decision. I was dismayed to learn, however, that you will not be extending the policy to subcontracted employees or to workers covered by a collective bargaining contract. These workers are just as deserving of the wage increase, and I urge you to take steps to extend the \$15 an hour to all of your workers immediately.

By including minimum wage requirements in your contracts with subcontracting companies, the Clinic can insist that subcontracted workers' minimum wages are the same as Clinic employees'. In doing so, the Clinic can help to stop the race to the bottom perpetuated by subcontracting out work to boost company profits. In addition, the Clinic can negotiate a Memorandum of Understanding with the SEIU to be attached to the current collective bargaining agreement, to extend the wage increase to the union-represented employees as well. The Clinic has opened collective bargaining agreements before their expiration in the past, so waiting for the next round of collective bargaining negotiations when the contract expires is unnecessary and is not a legitimate reason to deny these workers the pay raise they deserve.

The Clinic's December announcement demonstrates that the hospital understands the importance of paying decent wages to its employees as part of its mission to provide exceptional care to its patients. All of the hospital's workers, whether they are subcontracted or union members, contribute to the Clinic's success and are just as deserving of the raises. I urge you to take action immediately that will extend the \$15 an hour raise to all of the Clinic's workers.

Sincerely,



Sherrod Brown
United States Senator

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