

## Fran Lusk

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**From:** Melanie Reyna <mreyna5128@gmail.com>  
**Sent:** Saturday, January 29, 2022 6:32 PM  
**To:** Fran Lusk  
**Subject:** Fwd: For opposition

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**From:** **Melanie Reyna** <mreyna5128@gmail.com>  
**Date:** Thu, Jan 27, 2022, 6:38 PM  
**Subject:** For opposition  
**To:** <[Fran.lusk@house.is.gov](mailto:Fran.lusk@house.is.gov)>

To Whom It May Concern:

My name is Melanie Reyna. I have been in the healthcare field for 12+ years now. I had worked for one company for 8 of those years, and in 8 years I managed to get in total a \$4.00 raise, and most of those raises were eleven cents at a time. One big raising being 2\$ when I moved from Lead Med Aide to the Transportation Aide. I started as a CNA with no experience and then went on to get my CMA license as well. Not to mention all the odd jobs that I agreed to do in my employment there. For example, ordering supplies for the building, checking our medication room for expired and under used items, helping with the CNA/CMA/Nurse schedule, helping with oxygen and equipment rental inventory, and helping on the floor when I wasn't doing my full time job which for the last 3 years of that job was the Transportation Aide. I finally left that environment and went to an agency because I knew I would be better compensated for my work and time than I ever did working for that company and for less expectations as well. I came to work for this agency and it was almost immediately apparent that I would value working for this agency and not just only from a money point of view. There is much work that needs to be done inside our nursing homes that do not just center around pay but that is too a problem. I loved working for the nursing home and taking care of the same patients everyday but we would all be foolish not to consider leaving where we can make more money for the same work. As agency staff we will not be asked to do all the "little" things that are taken for granted that help a facility run. And especially when almost all nursing home staff are underpaid and understaffed anyway.

I am a 28 year old mother of three all on my own. And although I never became a CNA or CMA for the money, we can't ignore the fact that I need it to support my children. I went back to college in April of 2021. I will be graduating in April of 2022 with my Medical Assistant certificate and Phlebotomy certificate. While I went to school, the agency was the better fit for me. And so many nursing students work for agency because they need that flexibility as they pursue their education. We are all just trying to take care of ourselves and our family the best way we each know how.

Respectfully,  
Melanie Reyna