

Subject: Fw: Your 1st Core Value is Reverence: Honoring the sacredness and dignity of every person. I don't see it.
Date: Monday, June 29, 2026 at 5:20:34 PM Eastern Daylight Time
From: johnny kotcher
To: Brandon Whiting
Attachments: Kotcher - CLR Admin STD Leave.pdf, Screenshot_1-12-2025_0109_ortoday.com.jpeg

Brandon, here is one of the groups i sent an email to.

----- Forwarded Message -----

From: johnny kotcher [REDACTED]
To: Mike.Slubowski@trinity-health.org <mike.slubowski@trinity-health.org>; Corinne.Francis@trinity-health.org <corinne.francis@trinity-health.org>; Vic.Dippenaar@trinity-health.org <vic.dippenaar@trinity-health.org>; Ruth.Goldthwaite@trinity-health.org <ruth.goldthwaite@trinity-health.org>; carterbe@trinity-health.org <carterbe@trinity-health.org>; MCarter@trinityhealthofne.org <mcarter@trinityhealthofne.org>; Valerie.Powell-Stafford@trinity-health.org <valerie.powell-stafford@trinity-health.org>; Greg.Geisler@trinityhealthofne.org <greg.geisler@trinityhealthofne.org>; dawn.cimmarustilleroy@trinity-health.org <dawn.cimmarustilleroy@trinity-health.org>; Dr.rayanderson@gmail.com <dr.rayanderson@gmail.com>; robert.casalou@trinity-health.org <robert.casalou@trinity-health.org>; julie.washington@trinity-health.org <julie.washington@trinity-health.org>; ed.hodge@trinity-health.org <ed.hodge@trinity-health.org>; tina.grant@trinity-health.org <tina.grant@trinity-health.org>; murraym@trinity-health.org <murraym@trinity-health.org>; rothd@trinity-health.org <rothd@trinity-health.org>; robert.anthony@trinityhealthofne.org <robert.anthony@trinityhealthofne.org>; wright.lassiter@commonspirit.org <wright.lassiter@commonspirit.org>
Sent: Monday, December 1, 2025 at 01:53:04 AM EST
Subject: Your 1st Core Value is Reverence: Honoring the sacredness and dignity of every person. I don't see it.

Hello: After numerous attempts of calling HRFU and payroll to get some answers. My questions have all gone unanswered. I've chosen to write this email.

My name is Johnny Kotcher, I have been a faithful employee of St. Francis Hospital & Medical Center, in Hartford Connecticut for the past 6 years. I arrived in 2019 as a traveler on the Spine Team for the Spine Institute of Connecticut. After several assignments, I was asked to sign on permanently and have been a hospital employee since before COVID. Two years ago, when the Spine program went upstairs to share space with CJRI, I opted to stay in the main OR to help with the Neurosurgery Program. I also took on the job role as the hospital's Biologic Tissue Implant Coordinator / Preference Card Coordinator.

When I took on the Tissue Implant Program, there were 4 people doing the same job in 4 different ways. I built a new database from the hundreds of implant logs that were scattered around. I also retrieved what was put into storage. I compiled all of these Implant Records into 1 system. My actions made a system which was ready for auditing from The Joint Commission.

When the Spine team left the Main OR, I was one of only very few individuals who had any idea of how to do Craniotomies. I single handedly built the

framework to teach the rest of the main OR. I arranged all the instrumentation and made instructional binders for people to follow along. I did running in-services on how to use the specialized equipment. I helped train anybody that was put in the Neuro Rooms for cases.

Recently, I was awarded an honor from OR Today Magazine. During my interview, I was proud to say I was part of St. Francis Hospital. I was the spotlight article in the November, 2025 Issue. I have spent 43 years dedicating myself to the Operating Room. I estimate that I've been involved in over 30,000 surgical procedures over my years in the OR.

Approximately 2 years ago I noticed a decline in my respiratory functions. After several appointments with a Pulmonologist, it was determined I had developed Idiopathic Pulmonary Fibrosis. After really struggling to breathe for the past year, I was referred to the Massachusetts General Hospital Lung Transplant Team. I was placed on supplemental oxygen for continuous home use. After struggling with supplemental oxygen while at work, I had to seek short term disability. I started my disability on July 18th, 2025. Since then, I have completed all but 1 of the necessary tests and exams required to be placed on the Lung Transplant List. The last test would have taken a week to complete. I would have been eligible to be put on the list.

On October 24th, 2025, I was emailed this termination letter. The letter states that my benefits have been exhausted and I had an indefinite return to work date! I did use my 12 weeks of FMLA. But, on that date, I still had 2 months left on my short-term disability leading to long term disability. All had been approved by The Hartford. Being employed at St. Francis, I carried Aetna Insurance. I had been approved for EVERYTHING including the transplant itself. The rug was pulled out from under my feet, leaving me with nothing! No job, no finances coming in, no medications, a bad set of lungs and NO INSURANCE! I was told I could get COBRA for \$800 a month. With no income that was impossible for someone in my situation. That was not feasible.

The biggest thing that upsets me, is that a year ago, one of our own Doctors went through the exact procedure I need. He is back to work now. His medical issue was taken care of. Mine had been denied.

How can a compassionate healing institution say we'll allow this 1 employee to have the surgery but deny another employee. I'm having a hard time understanding this decision. I heard sorry, not sorry, see you later, bye, while the door was slammed in my face.

Your Mission Statement says: We serve together in the spirit of the Gospel as a compassionate and transforming healing presence within our community. Some

of our core values states: Reverence - We honor the sacredness and dignity of EVERY PERSON. Commitment- We stand and serve those who are experiencing poverty, especially those more vulnerable. Stewardship - We honor our heritage and hold ourselves accountable for the human, financial and natural resources entrusted to our care. Integrity - WE ARE FAITHFUL TO WHO WE SAY WE ARE.

I've worked for the last 6 years with these Core Values as the center of my employment. The minute I'm in dire need of life saving care; you have cut all ties. How does this stand up to your Core Values?

I was planning on returning to work after I my Transplant. I wanted to throw my illness back in the Devil's face. Haha, you didn't win this time! Now, no company will insure me with this tremendous pre-existing condition for less than \$400-500 a month. Now I can't get the Transplant I desperately need. I've done nothing to warrant being terminated other than being sick. I'm asking for the same opportunity that was afforded the Doctor here at St. Francis. He has already returned to work.

My phone # is [REDACTED] and I look forward to hearing from you.

[Yahoo Mail: Search, Organize, Conquer](#)