

# THE WSNA NEGOTIATION UPDATE

## REALITY CHECK

MANAGEMENT'S RECENT UPDATE LEFT OUT THE FACTS:

### WAGES:

We do remain far apart on this issue, but we again do not see increases that keep up with inflation or other Level 2 hospitals as **EXTREME** or **UNREASONABLE**.

### BREAKS:

WSNA stands firmly against the accusation that metal detectors and increased security are **EXTREME** and **UNREASONABLE**.

### WORKPLACE VIOLENCE:

**WSNA proposed** the stronger language for the committee and management only agreed after nurses spoke out about the committee's failure to protect staff.

### Local Unit Meeting:

**12/16/2025**

IN PERSON:

530PM-630PM &

0745PM-0845PM

HAMPTON INN

486 BRADLEY BLVD

VIRTUAL: TEAMS

- Receive a bargaining union status update,
- Come meet and learn with our negotiator,
- Discuss upcoming actions for negotiation.

### SAFETY:

This new language proposed by Providence Kadlec involves a 9-month evaluation process that in the end, guarantees nothing to the nurses aside from committee recommendations.

### BENEFITS:

Benefits committee language was also **proposed by WSNA** in response to the change from Blue Cross/Blue Shield to Aetna.



### WHAT IS REALLY HAPPENING...

- Break relief RN's: Management continues to push the failed "Break buddy" system while claiming 95% compliance using flawed Kronos data.
- Safety Measures: Management called metal detectors and additional security "extreme." We call them common sense.
- Pay and Fairness: Many nurses are still not being paid at the correct step for their years of service.
- Retirement Cuts: Providence Kadlec has reduced 401(k) contributions costing nurses hundreds to thousands annually, but claim our wage proposals aren't realistic.

### WE ARE CLEAR...

- It is not **extreme** or **unreasonable** to demand safety and respect in our workplace!
- It is not **extreme** or **unreasonable** to want a system that ensures nurses get their breaks!
- It is not **extreme** or **unreasonable** to expect nurses to be paid appropriately and fairly.

### INFO PICKET: TBD

- We need staff to participate by showing up, holding signs, and using their voice,
- **This is NOT a strike**, we are educating the public about our campaign
- Be on the lookout for a commitment card to let us know you will attend!



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