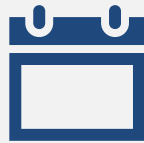


Kadlec Local Unit Meeting



Month: December
2025



Prepared by:
WSNA – 2025
Negotiation Team

Agenda Overview



Current Unit Funds



Current Grievances



Staffing Committee Update



Conference Committee Update



Negotiation Update



Upcoming Meetings

Current Unit Funds

- 💰 Current Balance: \$79,396.28
- Funds available for:
 - - Membership activities
 - Nurses Brunch, Local meetings
 - - Negotiation support
 - Shirts, Badges, Yard Signs, Equipment, Event Cost
 - - Education and outreach
 - Individual and unit based

Only local officers make decisions on how Local Unit Funds are utilized.

Current Open Grievances

Officer Termination: Grievance steps completed; employer upheld termination. Now In arbitration; ULP filed

Virtual RN Termination: Grievance steps complete; Employer upheld termination. Advanced to arbitration.

Member Discipline Cases: One recent resolution at step 2, one withdrawn at step 1, 2 pending if unable to resolve. We have had frequent Investigatory Meetings in this past month with many addressing absenteeism or timecard practices. Please remember to request union representation when management requests an investigatory meeting.

Multiple BSN and certification pay discrepancies. Two cases in Arbitration with former rep. Some case resolved quickly, multiple being addressed with HR but may end up being grievances. Please bring these instances to your grievance officers or Union rep even if you are addressing them with HR tickets.

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Staffing Committee Update

Next Meeting: Dec 15 (11am-Noon during a negotiation session)

- December focus: Cont. ADO review
- A 2026 staffing plan was approved at the November meeting, but a complaint has been sent to DOH to investigate staffing plan composition of both approved and unapproved unit plans.
- We believe this was not an allowable option presented by management.

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Conference Committee Update

Next Meeting: None (paused during negotiations)

What does a staffing committee do?

The union officer members of the committee collaborate with management to address workplace policies, staffing, safety, and patient-care issues that affect both employees and patients. They gather input and concerns from bargaining-unit members, participate in data review and problem-solving discussions, advocate for changes that improve working conditions and care delivery.

Negotiation Update

Twelve Sessions completed during October and November

At this time, we continue to meet for Negotiation sessions but a Mediator will now join each session to attempt to assist in continued agreements. Management requested the mediator.

Wages

Wages ranked #1 among all survey respondents.

Initial WSAN proposal: **30% increase** over the life of contract, **Current: 21.5%**

Management Proposal: **6% total** over the life of contract, **Current: 8.25% (0.50 cents grade: base-16)**

far below cost-of-living and regional standards.

Wage Progression

Proposed elimination of the “worked-hour” threshold for step/grade advancement.

Instead, nurses would move up automatically on their anniversary date a system already standard at many WA hospitals.

Benefits & Retirement

There has been agreement to create a “Benefits review committee” so that future changes to healthcare coverage are reviewed by staff level employees prior to initiation.

Negotiation Update: Wages Cont.

- Current WSNA wage proposal is: 10% at ratification, 6.25% in the second year. 5.25% in the third year.
- Wages remain a **top priority**, but progress has been limited. WSNA has made it clear that nurses need meaningful **across-the-board increases** that keep pace with inflation and cost of living, along with fair and transparent **grade progression** so experience and years of service are properly recognized. **Unfortunately, meaningful bargaining on wages has been virtually nonexistent.** Management has repeatedly cited changing cost figures to reject fair grade progression, then turned around and used those same costs to justify limiting overall wage increases. This contradictory approach has stalled progress and fails to address the real financial pressures nurses are facing.

Impacts of Planned Reductions in Retirement Benefits

Employee Profile	Hourly Wage	Annualized Wage at 1.0 FTE	Status Quo Employer Contribution	Providence 2026 Employer Contribution	Net Change in Employer Contribution to Your Retirement (Annual)	Net Change in Employer Contribution to Your Retirement (Hourly)	Net Change in Employer Contribution to Your Retirement (% of current contributions)
Employee at Grade 5	\$45.83	\$ 95,326.40	\$ 4,289.69	\$3,813.06	\$ (476.63)	\$ (0.23)	-11%
Employee at Grade 9	\$50.85	\$105,768.00	\$ 5,552.82	\$5,288.40	\$ (264.42)	\$ (0.13)	-5%
Employee at Grade 14	\$56.54	\$117,603.20	\$ 9,408.26	\$5,880.16	\$ (3,528.10)	\$ (1.70)	-38%
Employee at Grade 32	\$79.20	\$164,736.00	\$14,826.24	\$8,236.80	\$ (6,589.44)	\$ (3.17)	-44%

Kadlec Retirement Changes Cont.

- This spreadsheet can help you estimate the impact these changes will have to your retirement contributions. These estimates are based on employee contributions that would elicit a maximum employer contribution.

Years of Service Range	Your Employer Paid Retirement Benefit TODAY			Providence's Planned Reduction of Retirement Benefits		
	Status Quo Max Match	Status Quo Discretionary	Status Quo Total	Providence 2026 Match	Providence 2026 Discretionary	Providence 2026 Total
<5y	1.50%	3%	4.5%	4%	0%	4%
5-9	2.25%	3%	5.25%	5%	0%	5%
>10	3%	5%	8%	5%	0%	5%
>15	3%	6%	9%	5%	0%	5%

Kadlec Retirement Changes

- This slide illustrates the change in retirement contributions announced by Kadlec this month.
- Staff at every grade will lose contributions with the most senior staff having the largest percentage loss.

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Negotiation Update: Breaks

- Breaks are a top 3 priority for nursing staff
- Ensuring nurses can take **full, uninterrupted meal and rest breaks** remains one of WSNA's highest priorities at the bargaining table. Prior to the involvement of a mediator, management **refused to engage in any meaningful discussion** about break relief and repeatedly rejected proposals to add Break Relief RNs. Instead, management insisted on a **nine-month review process** that would continue to “study” missed breaks, with **no commitment to real remedies** only the possibility of future recommendations. WSNA has been clear that continued investigation without action does not solve the problem of missed breaks, and we will continue pressing for **solutions that actually allow breaks to occur**, not just more review.

What You Can Do:

- 1. Report missed breaks in Kronos
- 2. Wear your No Break Buddies badges
- 3. Report missed, and interrupted breaks in an ADO

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Negotiation Update: WPV Safety & Security

- Workplace violence prevention is top 3 priority for nursing staff
- WSNA has proposed **proactive security measures**, including a **weapons detection system** at key entrances and a **consistent, increased security presence**, especially in high-risk areas like the Emergency Department. While management has agreed to strengthened Workplace Violence Committee language, they have **rejected security enhancements as “extreme and unreasonable.”** We strongly disagree. Our position is clear: security measures that prevent violence before it happens are not extreme they are necessary. Current actions by management are largely **reactionary**, and we continue to push for real, enforceable protections that keep nurses, patients, and visitors safe.
- **What You Can Do:** Report any incidents or workplace violence in an HRP and ADO

Call to Action

-  **Show Solidarity Every Wednesday!** Wear your blue WSNA T-shirts every Wednesday to show management that you stand behind the negotiating team. (If you need a blue T-shirt reach out to WSNA Organizer Ryan Rosenkranz (rrosenkranz@wsna.org))
-  **Be an Observer or Speaker** at a future negotiation session. Contact any member of the negotiation team or the Nurse Representative to be added to the list.
- **Stay Informed and Share Accurate Information**
Read bargaining updates carefully and help correct misinformation on units. Management's contradictory messaging thrives when nurses aren't up to date.
- **Attend Local Unit Meetings and Bargaining Actions**
Your presence matters. Turnout directly impacts leverage especially when wages are stalled at the table.
- **Be Prepared for Escalation**
Wage progress often comes only when management feels pressure. Staying engaged now ensures we are ready for next steps if needed, including informational pickets or a strike vote.

Join the Contract Action Team (CAT)!

What Is the Contract Action Team?

The **Contract Action Team (CAT)** is a group of engaged nurses who help connect your coworkers to the negotiation team and current actions.



What CAT Members Do

- ✓ **Share updates** about negotiations and upcoming actions
- ✓ **Listen to coworkers' concerns** and relay feedback to the bargaining team
- ✓ **Mobilize participation** — wear stickers, sign petitions, and show solidarity
- ✓ **Help plan and participate** in rallies, surveys, and visibility events
- ✓ **Model unity** in every unit and on every shift

Why Join?

Because **you are the union**. When every unit is represented and informed, we negotiate from a position of strength.

How to Join


- **Email or Text:**
Jennifer Jackson, RN – WSNA Nurse Rep
 jjackson@wsna.org |  1-206-809-5023
- Or talk with any of your **Negotiation Team members** to get involved.



Staying Informed

- Stay informed - Read all WSNA communications and status updates from the Employer
- Engage and Participate – Watch for important updates on how to support your Bargaining Team and fight for a Fair Contract
- Let your Bargaining Team know if you wish to be an Observer during negotiations. Upcoming dates: December 15, 16, TBD
- Follow on social media platforms:
 - Facebook: www.facebook.com/kadlecarns
 - Instagram: @wsna_kadlec
- Make sure you check out your WSNA webpage: [Kadlec Regional Medical Center - WSNA](#)

Next Meeting

-  Unit Steward and Officer Meeting: January 21, 2026
- Future Local Unit Meetings will be scheduled as needed for Negotiation updates or actions.
- This meeting replaces the December Officer/Steward meeting.

Closing Message:

- We are stronger together.
- Your participation, stories, and solidarity fuel progress.
- #KadlecNursesStrong #HoldTheLine #WSNA

2025 Negotiation Team Members

- Lead Negotiator: Scott Clifthorn
- WSNA Staff: Jennifer Jackson (Nurse Rep), Ryan Rosenkranz (Organizer)
- Team Members:
- Meri Bukovinsky – CDU
- Anita Davis – PACU
- Deborah Lanston – PACU
- Crystal Rivera – ED
- Milari Romero – ICU
- Andrew Blake – Cath Lab
- Kelsi Duncan – NICU
- Franklin Alvarez – 7RP