

Kadlec Local Unit Meeting



Month: October
2025



Prepared by:
WSNA – 2025
Negotiation Team

Agenda Overview



Current Unit Funds



Current Grievances



Staffing Committee Update



Conference Committee Update



Negotiation Update

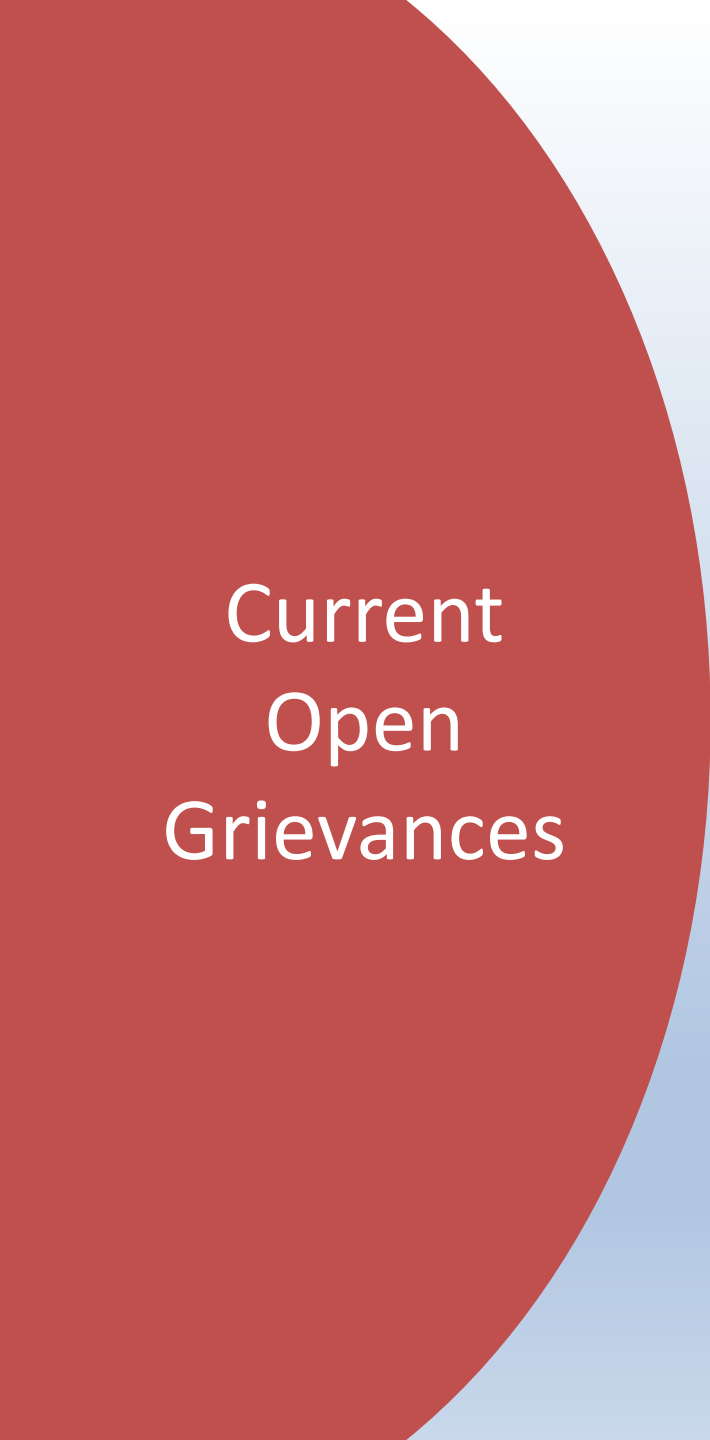


Upcoming Meetings

Current Unit Funds

- 💰 Current Balance: \$84182.44
- 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: Step 3 completed; upheld termination. Advanced to arbitration; ULP filed.

Virtual RN Termination: Step 2 complete; Advancing to Step 3.

Two Member Discipline Cases: Step 1 complete, may advance to Step 2

Weekend Scheduling Dispute: (In abeyance) Resolution via Workgroup on Scheduling.

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Staffing Committee Update

Next Meeting: Oct 27 (11am-Noon during a negotiation session)

- October focus: Cont. ADO review
- Two unresolved “parking lots” (breaks & acuity)
Anything unresolved for 90 days can now be reported to L&I
- Several staffing plans remain unapproved
- At this time, we do not believe we will reach agreement on a 2026 staffing plan

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Conference Committee Update

Next Meeting: None (paused during negotiations)

- ED Safety: Lack of triage security; union to propose enhancements. This has been discussed many times and the request to start a sub-committee focused on ED safety was denied.
- KCHO Pharmacy Delays: Management denies overtime impact and “is monitoring the situation”
- ED Transfer Email: CNAs should not transport alone; more education planned.

Negotiation Update

Four Sessions completed Sept 29, Oct 2, 9, 10

At our first bargaining session, your WSNA team presented a comprehensive contract proposal covering all priority issues identified in the Pre-Negotiation Survey.

Wages

Wages ranked #1 among all survey respondents.

Our initial proposal: ~**30% increase** over the life of the contract.

Management's counter: only **6% total** — far below cost-of-living and regional standards.

We have not yet resubmitted a wage counter; future movement will depend on overall economic discussions tied to other priorities.

We remain united in demanding fair, competitive pay that reflects the skill, dedication, and responsibility of Kadlec nurses.

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.

At our most recent session, management agreed to explore the economic impact of this change — a positive sign that this proposal is being taken seriously.

This is a key step toward fairness and retention.

Benefits & Retirement

Benefits remain under review; we have not introduced proposals yet due to outstanding employer data requests.

We are monitoring the **recently announced retirement benefit reductions** and will incorporate their impact into our economic proposals.

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.

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.

Negotiation Update Cont.

Break Relief
was the #2
priority issue.

Break Relief Proposal Update

Your WSNA bargaining team has proposed **eliminating the “Break Buddy” system** and introducing a dedicated Break RN role to ensure every nurse can take safe, uninterrupted breaks.

The Break RN model provides:

- Consistent coverage that maintains safe staffing levels
- Compliance with Washington State staffing and break laws
- Reduced burnout and improved patient safety

Management has flatly rejected our proposal twice without ANY counter. They state that there is not an issue with nurses breaking at Kadlec and have only stated that the break buddy process is sufficient because the nurses “work as a team” to cover their patients needs.

Concerns
regarding
workplace
violence was
the #3
priority issue.

Workplace Violence & Security Proposal Update

Your WSNA team proposed a **Security Agreement** that includes:



24/7 security presence at all hospital entrances



Weapons detection system to proactively screen visitors

At our last negotiation session management relayed that Kadlec has spent half a million dollars on security enhancements in the last three years including video surveillance and additional security officers. We think that only supports the idea that continued security enhancements are needed, and the job is not done. Our proposals are designed to **prevent violence before it happens**, not merely react afterward.

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Negotiation Update: Break Survey

- 488 responses (This is a near 50% response rate)
- Highest: ED, Resource, Birth Center
- Lowest: 3OP, 8RP, 9RP
- Breaks are a top 3 priority.
- Management reports 95% compliance—our survey counters this narrative.
 - We had over 280 individual comments/statements about breaks on this survey and we have taken many
- **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 Survey

- 91 responses (goal: 400+)
 - Highest: ICU, ED, Birth Center
 - Lowest: 6RP, 7RP, 8RP
 - WPV is a top 3 priority.
 - From those 91 submissions we have 91 unique stories about violence in the workplace or your thoughts on safety here at Kadlec Keep them coming!
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- **What You Can Do:**
 - Complete the WPV Survey
 - Report any incidents or workplace violence in an HRP and ADO

Workplace Violence Survey



WSNA WASHINGTON[®]
STATE **NURSES**
ASSOCIATION

Your WSNA negotiation team is committed to improving safety at Kadlec. We need to collect experiences of workplace violence at Kadlec.

Please scan the QR Code above to share your experience.

October Negotiation Schedule



Upcoming Sessions:
Oct 23, 24, 27, 28



Focus: Break RN
Proposal, Safety MOU



Union will present
survey results and first-
hand nurse quotes.



Observers welcome.
Contact negotiation
team or WSNA rep.

Call to Action

-  **Complete the Workplace Violence Survey** and share your stories! [Take the survey now!](#)
-  **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))
-  **Share Your Voice on the Break Boards:** The negotiation team will be dropping off poster boards in break rooms with the comments from the break survey. These can be added with stories/comments or designs by unit staff. These will be displayed during a future contract negotiation.
-  **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.



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 negotiate

⚙️ 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: October 23, 24, 27, 28
- 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: November 19
- Next All Unit Local Meeting will be scheduled as needed for Negotiation updates or actions.
- This replaces the October 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