



WSNA LOCAL UNIT KADLEC REGIONAL MEDICAL CENTER

Negotiations Update

Your negotiating team met again today with Kadlec's administration in an attempt to reach an Agreement.

For almost 6 months, we have heard that a reduction in PTO and EIB is NOT something you will stand for. Administration has tried multiple tactics to get us to take this massive loss. They started with insanely inflated "punishment premiums." Charging a full time RN more than \$900 per month to cover their family with insurance is WRONG, INSULTING, and completely RETALIATORY!! Kadlec RNs, WE WILL NOT STAND FOR THIS.

Their latest tactic involves bribery. No doubt, administration is sending communication to you showing you what an "amazing" offer they've made to us. These offers are nothing more than smoke and mirrors. While they distract you over here with a shiny raise, they are kicking you in the knees by permanently eliminating EIB and making massive cuts to your PTO.

Our team continues to negotiate in good faith and has requested further information from Kadlec's consultant, Towers Watson, in order to communicate to our bargaining unit. The math just does not add up. Kadlec insists on making RNs cover nearly 1 million dollars annually of their cost by permanently giving up EIB and reducing PTO. We have never been able to understand how they can couple health insurance with PTO/EIB. The value, per Kadlec, of EIB/PTO is equal to \$966,073. Your team offered to come up with that same value elsewhere. It was adamantly rejected and the team was told our offer was "unacceptable and not moving in the right direction" and "does not meet their objectives."

So what exactly is their objective?! Kadlec's bribe involved a 5% raise in year 1, a 3% raise in year 2, and a 3% raise in year 3. WSNA countered with 2.3%, 3%, & 3% and NO LOSS in PTO/EIB. Going from the 5% they offered, to 2.3% makes up the \$966 thousand. But still, we were told loud and clear: NO!

We are disgusted. While we continue to negotiate in good faith, administration has tried to corner us into believing that we have only 2 options left: 1) agree to their take-aways or 2) pay an absurd amount of money in "punishment premiums." They are severely underestimating our third option and power in numbers.

It is imperative that you attend one of our meetings:

December 7

5PM or 8PM

Red Lion Hotel

802 George Washington Way, Richland

We will be holding an advisory vote at these meetings.