

Late on Friday, September 19th, an email was sent around to all RNs working at Kadlec from Kirk Harper, CNO.

By now, most of you have probably read the email.

That was their side.

The easiest way for us to challenge this one-sided email, was to pick it apart, piece by piece.

Here's our side.

Where we are with the benefits package

- We are continuing our ongoing discussions about the Medical Center's benefit package proposal, which offers better coverage with much lower premiums. Lane described the features of the new medical plan in an email to you on Sept. 15th. The benefits are even better than what were initially presented to Kadlec caregivers in July. With those enhancements, many of our caregivers, including some nurses, may be eligible for additional premium reductions, but only if the benefits package proposal is agreed to by WSNA. More details on the potential 2016 medical plan rates for nurses are included in the attached exhibit

WSNA has repeatedly agreed to accept the new insurance plan, we feel affordable insurance is a LONG time coming! We want to continue to negotiate the "cost" at which this insurance should come

- The nurses at the bargaining table tell us they are struggling with the PTO and EIB transition that is part of the benefits package. While many of you have shared that you see the value in the new short-term disability benefits, some would prefer to keep their EIB and PTO plans, which would prevent them getting the better medical plans. I do want to share, that the overall value of the new medical plan outweighs the reduction in value of current PTO and EIB benefits compared to the proposed PTO plus short-term disability plan.

95% of survey takers said they did NOT want to give up PTO for the insurance package. 88% said NO to giving up EIB in exchange for the insurance package.

Key considerations

Current	Proposed
Same medical plan with high premiums	Richer medical plans with much lower premiums offering savings up to thousands of dollars a year for full-time caregivers and even more for part-timers.
Same PTO and EIB plans	New PTO with short-term disability; some nurses will not earn as much PTO each year but all would gain the short-term disability plan. Existing EIB accruals can be used to top-up short-term disability, or for approved family leaves for a number of years.
Voluntary employee-paid long-term disability insurance	Kadlec provides 100% employer-paid long-term disability insurance

Most*

We hope that all of our represented RNs understand the entire benefits proposal and its value.

RNs are well educated professionals. We understand. Only 4% of survey respondent's thought this package was "good"

Making an informed choice

The attached summary shares an example of the 2016 medical plan premiums as defined by the current collective bargaining agreement for WSNA members, and compares them to the premiums for the proposed medical plans. If we are unable to reach an agreement on the proposed benefits package and the current contract obligation remains in place **it will be a significant increase in nurses' medical premiums.**

A scare tactic that had never been mentioned to us until September 9th, in an attempt to strong-arm a decision.

- Today, caregivers earn around 2.4 hours of EIB per pay period, with a cap of 650 hours. Even at the maximum, 650 hours equals only about 18 weeks of income for a full-time, 12-hour shift nurse. Compare that to the full 25 weeks of income protection in our proposed short-term disability benefit. While short-term disability provides 60% of pay, **that pay continues for a full 25 weeks to ensure that there is no income gap.** Plus, short-term disability can be used multiple times, for each disability. Caregivers will be able to keep their current EIB balances to be used **through 2020 to care for a family member.** Through 2017, you can also use available EIB hours to supplement your short-term disability to up to 100% of pay.

This is dependent on a 3rd party administrator who will deem the injury/illness actually matches the time off requested. Otherwise you are sent to their Independent Medical Examiner (IME) to determine actual time off.

Let's be clear. Kadlec proposes complete elimination of EIB. Accrual would be stopped at the expiration of your **CURRENT** contract. Under their proposal you can use EIB 1) for limited purposes only, 2)) as approved by Sedgwick, Providence's party administrator, and 3) **AFTER** you have used all of your PTO first. After 2020 caring for your sick family member cannot be paid for out of an EIB account again. Let's tell Kadlec that we are nurses - we CARE for people – it is what we do **and that includes caring for our own family members.**

- Once EIB is exhausted, it takes years to restore a meaningful balance. We have many caregivers without adequate protection for themselves or their families because of low EIB balances, and **who have to make use of their PTO** or take unpaid time for their own care as well as the care of their family members. Short-term disability better protects family income and is therefore a better safety net for our nurses.

Use of PTO will now be required for the first full 7 days before even being ELIGIBLE to apply for short term disability. Please remember: Short term disability WILL NOT cover incidental illnesses like the cold, flu, strep throat, or any of the other multitude of diseases we come in contact with while caring for sick patients. This plan will actually require us to use MORE PTO, while accruing less of it.

Most*

- PTO is another area of concern for nurses because, in some cases, the accrual rate is going down. A 40-hour per week caregiver with 9 to 10 years of service will earn 56 fewer hours of PTO per year. However, there will be some newly hired nurses who would earn more PTO. In addition, the maximum PTO balance goes up in most cases based on years of service, which means that nurses will be able to carry a higher balance in their PTO bank.

Think about this!!!

Translation: Kadlec values less experienced, lower paid RNs over the nurses who have dedicated a decade+ to this organization.

No knock to new grads! We love you, but some day you'll be at the 10 year mark too, and you'll be happy we're fighting hard now!

- For both the PTO and EIB transition, we have been discussing alternative financial ways to help ease this change over the short-term so that our nurses can begin to truly understand the amazing benefits of the new medical plan we have proposed while still being able to rely on their current PTO and EIB accruals. Specifically, caregivers with 9 to 10 years of service are experiencing the biggest PTO loss and have been offered a transitional bonus of 1x the annual hours lost in the new design (e.g. a 1.0 FTE losing 56 hours of PTO in this case, would receive this same amount of time as pay in January). They will experience these enhancements quickly from both the additional take-home pay associated with affordable premiums (with potential eligibility of additional subsidy, if a nurse qualifies) as well as better overall coverage.

This was NEVER presented to us in writing. It was mentioned at the end of the day on Sept. 9th as a hypothetical. The pay off amount they presented to us in this hypothetical offer does NOT match this email. What was presented to us, was taking an average of ALL employees wages at that year mark (this includes workers who make less than RNs) and cutting a check for that amount x hours of PTO lost.

While we are especially sympathetic to those at the 9-10 year mark, ALL employees are losing PTO (except new hires). This buy off does not make up for the loss of PTO we will experience every year.

REMEMBER: IF IT FEELS LIKE A BUY OFF, IT IS A BUY OFF!!!

However, WSNA needs to share with us before end of the day on **Monday, Sept. 21** whether they intend to adopt the new benefits package. This is an important date to meet in order to allow us to prepare for the 2016 benefits open enrollment, which will take place Nov. 9 to Dec. 1.

Again, a strong arm tactic.

This date had not been mentioned until September 9th. That means they gave us 12 days to try to come up with a proposal that would be acceptable to our members, or give in to the threat of higher premiums (also presented for the first time that day).

The fact that this “package” they’ve offered us is unacceptable should come at no surprise to them. We made it loud and clear to them at the negotiating table back in June, and on July 8th, YOU made it loud and clear to them in the informational meetings that this was not acceptable.

What they’ve left out:

Costs presented are for 2016 ONLY!! They have refused to assure us any maintenance of benefits. This means in 2017 or 2018, they have the ability to increase insurance premiums.

They expect us to give up EIB permanently, take a drastic cut in PTO permanently, yet they REFUSE to promise that they won’t increase rates over the life of our contract.

Thank you all for taking the time to listen to our side. YOUR side! We recognize that this is a scary, uncertain time.

Kadlec has long been a great corporation to work for, and has an amazing reputation within the community. The reason? YOU. Nurses are the backbone of this hospital!! For the hospital to turn around and expect nurses to take such a drastic cut in time off that YOU HAVE EARNED is sad, disappointing, and embarrassing. Kadlec should be ashamed.

Our fight is not over, there's potentially a long road ahead of us.

Kadlec RNs Stand United!