

**From Donna Handley, President, Windham Hospital
October 10, 2022**

The facts about our offer and emergency department wait times

The union representing nurses at Windham Hospital claims it is seeking increases in nurses' wages, decreases in the amount paid for health insurance, and the discontinuation of mandated overtime. That is exactly what Windham Hospital has been offering since June. **The union appears unwilling to take "yes" for an answer.**

The hospital responded to every one of the issues the unions identified as most important. Here is what the hospital has offered:

- Elimination of mandatory overtime, which was the nurses' first priority.
- For newer nurses, market-based adjustments and larger wage increases to help recruit and retain nurses at this critical stage.
- For more senior nurses at the top of the salary range, expanded salary ranges so they receive increases to their base rate instead of lump-sum payments.
- For technical and support staff, wage increases and market-based increases to boost recruitment and retention.
- Significant health insurance premium contribution relief for both units that amounts to an additional 2% of wages.

On June 29, the hospital presented the AFT union an offer that would boost wages for nurses with less than five years' experience by 20% or more over a four-year contract. A majority of these nurses would receive a 30% wage increase over that period.

Time and again, the hospital has compromised to find common ground throughout this 10-month-long negotiating process.

The union also incorrectly claims that Windham Hospital patients face longer delays in the emergency room. The average time from when a doctor admits an emergency patient and that patient is in a hospital bed is a little more than three hours at Windham Hospital. That time has not changed, and it is among the lowest admission times of hospitals in Connecticut.

The hospital remains willing to consider a counterproposal from the union that works within our offer's total economic package. We have encouraged the union to make such an offer and we have repeatedly said we are ready to meet and discuss it.

For more information, please visit [windhamhospital.org/community](https://www.windhamhospital.org/community)