

A message from Donna Handley, President, Windham Hospital
September 23, 2022

Let's talk about nurses' wages

Windham Hospital has worked hard to prevent nurses from walking out on patients, and we are disappointed by the union's decision to strike. It is clear that many nurses, and the general public, do not understand the hospital's offer to the AFT union — and how we are working to attract and retain nurses in the midst of a national nursing shortage.

As Windham Hospital continues to invest in nurses, we need to increase wages for newer RNs — 43% of our nurses have less than 5 years' experience. Three months ago, on June 29, the hospital presented the AFT union an offer that would boost wages for these nurses by 20% or more over a four-year contract. A majority of these nurses would receive a 30% wage increase over that period.

We value all nurses' experience and service and compensate these professionals accordingly. At full-time, the majority of Windham Hospital nurses earn more than \$100,000 a year — without including any overtime, incentives and shift differentials. The average hourly wage for Windham Hospital nurses, at \$44.86, is already 5.4% greater than the Connecticut state average of \$42.56.

In every proposal to the union, the hospital's offers have removed all language related to mandatory overtime, provided health insurance premium relief that equals 2% of wages, and added a staffing committee. Time and again, the hospital has compromised to find common ground throughout this 10-month-long negotiating process.

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)