

# Straight Talk

A weekly update from management on the issues that matter most



September 26, 2007

Dear Friends and Colleagues,

*Promises made, promises kept.*

Today, the Board of the NCH Healthcare System ratified the positive changes in salary and benefits that I alluded to in *Straight Talk* two months ago. Among the highlights:

- All RNs and LPNs in good standing will receive a 10% increase and all other employees will receive an 8% increase in pay starting, as we have done in the past, during the second pay period of the fiscal year. The range caps will be lifted. The changes will appear in your November 2, 2007 pay check.
- The Board also authorized a 3% bonus for all employees, which you will receive Thanksgiving week.
- The Board adopted a resolution to have a nurse and a non-nurse employee as full Board members with one-year terms. The nominating process will continue over the next few months. Those interested are encouraged to have letters of support sent to Carl Westman, Chairman of the Board. The Board will also be adding nurses and others to Board Committees such as Quality and Professional Capabilities. The idea of soliciting nurse input at the Board level has been under discussion for a year and was initiated by nurses.

Human Resources will be sharing all of the new benefits in the annual fall benefits “Wave,” which will be published next week. Among benefits changes:

- Full payment of NCH facilities charges with no deductible applied for the Preferred Health Plan,
- Full-time employees, 55 and older with 15 years of service, can reduce to regular part-time and still continue to pay lower full-time rates on their health insurance, and
- Employees on long-term disability may continue medical insurance at regular rates for up to 24 months.

Again, HR will soon be sharing a complete explanation of all these benefits with you.

Let me just add two final thoughts on these changes. First, we’re delighted – and eager – to share the system’s success with all of you, who most deserve to be rewarded. Second, many of these positive changes came as a direct result of both give-and-take, face-to-face communication with the staff at “*Round the Clocks*,” as well as an “open door policy,” that is committed to listening to your concerns and, when appropriate, acting on them.

Respectfully,

A handwritten signature in blue ink, appearing to read "Allen S. Weiss".

Allen S. Weiss, MD  
President and CEO