

Dr's Eappen and Leffler,

Your Town Hall and emails to staff regarding GMCB's decision of a 1% decrease for fiscal year 2025 for UVMHC's budget have not been received well. While we are sure it is difficult for you to hear that rates will not be increased, the GMCB has an obligation to help lower healthcare costs in our state and to ensure the hospital is fiscally responsible. Attempting to fear monger and turn staff against the GMCB is the definition of bullying behavior we have come to expect from the UVMHC. If it was also meant as a scare tactic, the hospital has succeeded in causing staff to become alarmed.

Implying that the hospital will continue to provide care even if it's at a diminished capacity implies that cuts will be made from the bottom. It has also called us, yet again, to question the extreme top-heavy administration that continues to line their pockets while crying poverty and at the same time insinuating recent wage increases for staff and nurses are part of the financial burden is unfathomable.

This year alone the hospital saw \$80 million above projected revenue that recently made the headlines. On June 21, 2024, Dr Leffler is quoted as saying to WCAX "The amount of money the nurses are asking for in the first year of their demand for the new contract is \$80 million. That's more than the entire amount of new money that we got last year." How are we to believe anything you put out to our members?

The top FOURTEEN administrative network position salaries total \$8.6 million in 2023 with approximately \$1.2 million in bonuses the previous year. It makes us speculate on what these top network positions salaries will be in 2024 when the figures are released and when UVMHC is currently threatening to diminish staff based on the GMCB budget decision. These figures do not include each individual hospital's top administrative positions either, so a significant portion of salaries are not included in those totals. If we can afford these salaries, then we can surely find funds for bedside staff and non-patient facing staff who dedicate themselves to providing care for our community.

We need true leadership, not finger pointing and blame. This is the hospital's opportunity to rise above, not sink below.

Our patients, staff and community deserve better.

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They tried to bury us. They didn't know we were seeds.

-Mexican Proverb