



WASHINGTON HEALTH SYSTEM
Building Tomorrow's Healthcare Together

Separating Fact from Fiction

The WHS UPMC affiliation is critical to maintaining quality healthcare in the Washington and Greene County communities. We're here to present the facts behind this important and exciting partnership.



MYTH #1: UPMC will acquire WHS and proceed to close the hospital.

FACT: UPMC will invest in WHS to preserve and expand the community's healthcare for the long-term future.

- ✓ UPMC's mission has always been to expand access to world-class care close to people's homes, as evidenced by its long and extensive track record of previous successful affiliations. A WHS-UPMC integration means that patients in Washington County and beyond will now have better access to advanced healthcare, similar to what has resulted with UPMC's previous successful affiliations.
- ✓ UPMC promises to preserve the long-term health and vitality of WHS and the communities it serves for many years to come.
- ✓ UPMC has committed to continuing the key Washington Health System services of women's health, cardiac surgery, medicine, surgery, and other key lines of service for a minimum of 10 years.
- ✓ UPMC has also committed to maintain Washington Hospital as an inpatient acute care general hospital and core services such as emergency care, diagnostic, ambulatory, and primary care in Greene County **for at least 10 years**.
- ✓ UPMC committed to invest **a minimum of \$300 million** in WHS to support capital and programmatic enhancements. The Washington Foundation's fund balance will be increased to \$40 million as of the closing of the transaction, which will be used to support programs in the Washington and Greene communities.
- ✓ This partnership is critical to keep WHS open for business.

MYTH #2: WHS doesn't need a partner and would be fine staying independent.

FACT: WHS needs to partner with UPMC to continue serving its communities with quality care close to home. Absent this transaction, WHS' ability to offer the services it currently offers in its communities for the long term is in jeopardy.

- ✓ In addition to support from our Board of Directors, external national consultants reinforced the urgent need to identify

a partner for long-term sustainability. If we don't act, WHS could be forced to spend the next two to three years cutting services and reducing costs before facing the inevitable.

- ✓ That's 2,700 local employees without a job and a loss of essential healthcare and medical services this community needs.
- ✓ These losses would have detrimental downstream effects on other businesses providing services in Washington and Greene Counties.
- ✓ Part of our evaluation during the RFP process included looking at UPMC's track record of success partnering with other regional healthcare systems like ours.

MYTH #3: WHS has viable offers other than UPMC.

FACT: WHS won't settle on a partner that is not the best option for our community. After a robust review process that included multiple bidders, UPMC clearly emerged as the best partner for our employees and for our community's healthcare.

- ✓ Our community Board of Directors asked several healthcare providers to submit proposals to affiliate with WHS with the goal of preserving healthcare locally and elevating the level and accessibility of WHS' offerings in the rural communities we serve.
- ✓ Additionally, Washington Hospital currently has a collective bargaining agreement in place with the SEIU through February of 2025. Once the affiliation is completed the current agreement will reside with UPMC Washington, which will honor the contract. **Our priority remains the same: ensure WHS can continue to provide for the communities who depend on us and be a secure place to call home professionally.**
- ✓ The choice to integrate with UPMC is the right one because it will preserve and enhance WHS' ability to provide exceptional healthcare close to home for the long term. It's important to our community that WHS continues to operate as a not-for-profit system and remains a vital economic driver for our area.



MYTH #4: UPMC pursued WHS for acquisition.

FACT: WHS' Board of Directors proactively made the decision to merge with a larger health system following years of budget losses confounded by lower patient volumes, increased overhead costs, and declining government reimbursement rates.

- ✓ WHS initiated outreach to UPMC and after careful consideration selected UPMC as the best fit for maintaining and enhancing healthcare services in its communities.
- ✓ For more than 10 years, UPMC and WHS have been working together productively and effectively to provide high-quality care to Washington County residents. Through our existing joint ventures, **UPMC and WHS has cared for more than 10,000 patients in Washington County annually.**

MYTH #5: WHS has the time and resources to explore other avenues of affiliation / funding.

FACT: Due to increased operational costs, declining government reimbursement rates, staffing challenges, provider recruitment difficulties, and the inability to make necessary capital investments, WHS will soon exhaust its financial resources necessary to ensure continued operation.

- ✓ The longer the affiliation takes to be completed, the more strain will be on WHS. Eventually, WHS leaders will need to consider service line reductions that could disrupt care in the local community.

MYTH #6: UPMC will eliminate services to the community.

FACT: The opposite will happen. An affiliation with UPMC will greatly expand the availability of health services in the communities that WHS serves, as has occurred in other UPMC affiliations.

- ✓ UPMC promises to preserve the health and vitality of WHS and the communities it serves for many years to come.
- ✓ UPMC has committed to continuing the key Washington Health System services of women's health, cardiac surgery, medicine, general surgery, and others, to maintain Washington Hospital as an inpatient acute care general hospital and core services such as emergency care, diagnostic, ambulatory, and primary care in Greene County **for at least 10 years.**
- ✓ UPMC committed to invest **a minimum of \$300 million** in WHS to support capital and programmatic enhancements. The Washington Foundation's fund balance will be increased to \$40 million as of the closing of the transaction, which will be used to support programs in the Washington and Greene communities. This partnership is critical to keep WHS open for business.

MYTH #7: UPMC will eliminate jobs and cut employee benefits.

FACT: UPMC will invest in its employees and improve benefits offerings.

- ✓ UPMC seeks to retain all WHS employees following the affiliation.

- ✓ Washington Hospital currently has a collective bargaining agreement in place with the SEIU through February of 2025, which would stay in place in accordance with its terms. Any modifications to that agreement will therefore be subject to good faith bargaining. UPMC currently works with **more than 20 bargaining units** across its system in addition to employing thousands of union workers who are helping UPMC build and enhance its facilities and services.
- ✓ While elements of the employment packages of non-unionized employees will change, base pay of those employees will not change as a result of the transaction. UPMC evaluates the market annually to ensure that its wages are competitive in each of its operating areas and will do the same for employees working in Washington and Greene Counties.
- ✓ UPMC's world-class benefit plans will also be introduced, with more offerings than those that are currently available.

MYTH #8: Current patients who are not insured by UPMC Health Plan will be forced to convert or lose access to services once the affiliation is final.

Fact: UPMC provider locations accept national and local health insurance plans. Access to care will not be interrupted.

- ✓ WHS currently has numerous clinical arrangements and joint ventures with UPMC, which have provided subscribers to all major and regional insurance plans with exceptional care.

MYTH #9: UPMC pays its employees less than SEIU member organizations.

FACT: UPMC offers competitive salary and benefits to its employees

- ✓ The heart of WHS is our valued team. When we initiated the search to find an affiliation partner, we looked for an organization that would support our employees. WHS found that UPMC entities compensate their employees across all geographies at competitive rates and offer world-class benefits.

MYTH #10: WHS employees and community don't want UPMC.

FACT: WHS employees and the community are highly supportive and want to preserve high-quality health care for the long-term future by partnering with UPMC.

- ✓ Various joint ventures between WHS and UPMC have been in place for 10+ years with consistently high volumes, showing the high demand for UPMC care in the Washington County area.
- ✓ Any opposition is coming from narrow outside groups who are not from Washington County and have no real interest in the welfare of people of Washington, Greene, and surrounding communities. They're only interested in opposing UPMC.