

# Same Employer, Same Job, Same Pay!

## Providence: Your "love" letters are not working!

We are more than 1,100 represented members at Kadlec and the Freestanding Emergency Room, and we know that our unity as workers will win us a contract that pays us what we deserve. Our unity also means that no one gets left behind.

Many of us have seen the recent bargaining updates sent by Providence management. Management's proposals, including the wage scales, don't meet our values — same employer, same job, same pay! When we asked management for clarification, they admitted that many of our coworkers would receive a pay cut because they placed them on a lower wage scale. The wages that Providence management is proposing will not move us forward and will not help us recruit and retain the staff that we need.

Job Class	Current Pay Grade	Providence's Proposed Pay Grade Change	Difference in pay under Providence's proposal
Nutrition Assistant	Grade 10 (Base \$18.93)	Grade 8 (Base \$17.94) ▼	-\$0.99 ▼
Telemetry	Grade 11 (Base \$22.07)	Grade 9 (Base \$19.92) ▼	-\$2.15 ▼
ER Tech	Grade 13 (Base \$24.33)	Grade 10 (Base \$20.97) ▼	-\$3.36 ▼
Central Distribution	Grade 17 (Base \$29.42)	Grade 14 (Base \$25.55) ▼	-\$3.88 ▼

In addition to lower pay grades for some, Providence's latest wage proposal for some technical job classes goes backward compared to their February proposal:

Job Class	Providence's February Proposal*	Providence's Latest Proposal (May)
Electrophysiology	Grade 28	Reduction as high as 6.5%
Ultrasound Tech	Grade 25	Reduction of 0.91% for Grade 24+
Echo	Grade 26	Reduction as high as 2.88% for Grade 22+

\*Not agreed upon by our union bargaining team.

**How can Providence say it is so proud of its proposed wage scale while proposing pay cuts? Why does Providence think it's ok to propose lower pay for those of us who have demonstrated our loyalty with long years of tenure at Kadlec, and regress on their wage proposals?**

**Wages are only one of our priorities in bargaining. Providence is still refusing to acknowledge that we need improvements on:**

- ✓ Staffing
- ✓ PTO and time off with our families
- ✓ A voice in our healthcare benefits – and not being asked to give management a blank check to decide what our benefits will cost
- ✓ Job security and contract security if Providence decides to sell Kadlec
- ✓ And many more...



"What management is offering us is not a good deal like they claim it is. The proposal they gave us is divisive and leaves too many of us behind. We also have asked questions that they don't have answers to about why some job classes were given bigger raises than others. Don't be confused — trust your bargaining team when we tell you this is not a good proposal."

**-Pamela Peterson, Resource CNA**

**Join the action**

**Informational Picket and Rally on Tuesday, May 28!**



# Join the action

## Informational Picket and Rally on Tuesday, May 28!

Location	Time	Action
Free Standing Emergency Department	3:30-4:30pm	Informational Picket
Kadlec Main Campus	3:30-5:00pm	Informational Picket
Kadlec Main Campus	5:00-6:00pm	Rally

Come and show your support for our bargaining team and for each other, and let's send Providence a strong message: **One employer — same job means same pay! Providence must invest in us here at Kadlec!**

- ★ Stop by on your break, your lunch, before work or after work, or on a day off.
- ★ Bring your families, friends, coworkers, neighbors, and pets.
- ★ We will have food, snacks and entertainment!



"We need you to join us on the picket line because this is how we show management that we are strong and united as a union. Providence can't ignore the 1,100 of us when we tell them we need respect, better raises, and more protections."  
—Nancy Torres, Phlebotomist

If you have not signed up for a picket shift, speak with a bargaining team member or fill out this form:



Share our campaign website with your friends and family and ask them to RSVP!



[kadlecunited.org](http://kadlecunited.org)

## NEXT STEPS

### Upcoming bargaining dates



### Sign a union membership card



[joinseiu1199nw.org](http://joinseiu1199nw.org)



## THIS UNION, OUR UNION!

Our union bargaining team with SEIU Healthcare 1199NW President Jane Hopkins, RN and Secretary-Treasurer Yolanda King-Lowe.