

Unfair Labor Practice Strike Notice Delivered to Providence Kadlec

Last week, our bargaining team went back to the bargaining table feeling hopeful about reaching a contract settlement that we could proudly recommend to all of our coworkers. But on day three of consecutive bargaining meetings, it became crystal clear to the bargaining team that Providence is not ready to do the right thing for our coworkers and our community. Management's conduct at Thursday's bargaining session reinforced our belief that they are bargaining in bad faith, without any actual desire to reach a contract.

We have told the management team time and time again that the goal is not to strike, but we will if we have to in order to win a fair contract for all of us at Kadlec.

On Friday, we delivered our 10-day ULP strike notice to Providence.



We continue to be ready to meet with Providence management, but if we are unable to reach an agreement by August 20 at 6 a.m., we will begin withholding our labor. Management is refusing to bargain with us during the 10-day period, so we have proposed tentative dates that can get us back to the table as soon as August 27.

Now more than ever we need to show our unity and tell management that they can do better.

Work Stoppage Begins

Return to Work

August 20, 2024

August 27, 2024

6 a.m.

At your regularly scheduled shift start time

Providence can afford to pay us more!

This is what they are offering outside agency workers to come to Kadlec and work for 7 days.



- Pharmacy Tech: \$90/hr
- CNA: \$65/hr
- Sitter: \$50/hr
- EVS: \$45/hr
- Supply chain: \$55/hr
- Patient Registration: \$50/hr
- Ultrasound: \$120/hr
- EKG tech: \$65/hr
- Cook: \$42/hr
- Lab assistant: \$90/hr
- Sterile Processing: \$55/hr



"Providence would rather fly in out-of-town questionably skilled workers, provide them housing, wages over double what we make now, rather than actually pay us livable wages." **–Mike Hampton, OR surg tech**

The countdown to August 20 is on!



Answers to frequently asked questions (Part 2)

See our FAQ handout!



What is the walk out plan?

If you are scheduled to work on August 20 at 6 a.m., you hand over your work and join us on the picket line on Swift Ave. for our unfair labor practice strike.

What if I am working after 6 a.m., do I need to call out?

No. You just show up at the strike line.

What happens once I am done with my 4-hour strike shift?

You can stay for a longer strike shift on the picket line or go home. We do NOT go back to work until our regularly scheduled shifts on August 27.

When will I be paid strike pay?

The checks will be processed 1-2 business days after the conclusion of striking and mailed out to your home address on file.

Will being on strike count against my work attendance?

No. This is a legally protected unfair labor practice strike, and management is not legally allowed to discipline you for exercising your right to strike.

WE ARE THE UNION!

We will continue to be united for a fair contract, and we will continue to take collective action to win the contract we deserve.

“I have been here for 25 years. I know we deserve the pay scale we as the union have presented. This is our livelihood. This is not a game, it’s our life. Management is still proposing minimum wage and we can’t do it. We can’t survive on it.” **–Mona Chalmers, CNA, 6RP**



“Our coworkers have struggles that management can’t comprehend. They tried to separate us and tried to divide us and it only made us stronger. We are the union!” **–Thelma Hedrick, RT(R) RVT, FSED**



“Enough is enough. Providence management has no understanding of what our coworkers experience. Our struggles are not being heard because management doesn’t know what we do to keep Kadlec running.” **–Ethel Pham, ED Tech**



Share our campaign website with friends and family!

- Visit kadlecunited.org to:
- Sign up for a strike shift
- Access the strike FAQ
- Donate to the Hardship Fund
- Get the latest updates



kadlecunited.org