

Unfair Labor Practice

SEIU Healthcare 1199NW

STRIKE

August 24, 2024

KADLEC

We are the UNION!

DAYS 3-4

Standing united in purple power



As the days pass, our unity and support continues to grow. It's empowering to look around the strike line and see how many workers, community members, elected officials, leaders, and union siblings are standing together to send Providence a message — that we won't back down from taking action to win a strong contract with livable wages.

We are not alone in our fight to make Providence invest in us. Same employer, same work, same pay!

Questions and Answers

Do I have to be a dues-paying member to participate in the strike? What if I'm grandfathered?

No, you don't have to be a dues-paying member to participate. Any and all members, including grandfathered members, are covered under the unfair labor practice, regardless of status as a card-signer or dues payment.



"To my coworkers who haven't been able to join us on the strike line, I want you to know that we're out here for all of us — for every one of you, too. This fight is about standing together to make sure we all get the respect, wages, and safe working conditions we deserve. We don't leave anyone behind in this union. You're always welcome to join us on the line. There's room for everyone, and your voice matters. Let's stand united and show Providence that we are stronger together." **Blanca Hinojosa, Pharmacy Tech**

What does it mean to call for "same employer, same work, same pay?"

It means that with our wage proposals, we are calling on Providence to mirror the the investment it has made in Providence Swedish and other Western Washington hospitals it operates. No one working at Providence hospitals — one of the biggest and wealthiest healthcare corporations in the country — should be earning barely above minimum wage.

Executive pay at Kadlec matches or exceeds executive pay

in the Seattle area, and the argument around local market differentials and differences in cost of living doesn't seem to apply to them. It's time for the second-largest employer in the Tri-Cities to pay us — workers on the frontlines of care — our worth, so we can live with dignity in the community we serve.

Do strikes work?

Yes! As union members, we know that our power comes from our strength in numbers. In January 2020, more than 8,000 of our siblings united in SEIU Healthcare 1199NW at Swedish Providence in Seattle held a three-day unfair labor practice strike to call for safe staffing, recruitment and retention measures, and more. A strong contract was ratified that year, but the most consequential effects of that strike came in 2022, when Providence approached our union and requested an "economic reopener" to re-negotiate wages mid-contract.

Swedish management understood that we wouldn't be afraid to wield our power to make our voices heard again if necessary, and they came to the bargaining table prepared to invest in us. The momentum we built with our successful strike in 2020 paid off – healthcare workers at Swedish won a historic wage package, with across-the-board increases of at least 21.5% or \$6.50 (whichever is higher) over two years, market adjustments for many job classes of up to 16%, and much more.

With our strike at Kadlec, we're building the strength to win what we need now at the bargaining table *and* build power for tomorrow.



"I feel great that everyone is all in this together but it's disappointing that Kadlec has driven us to this point. We are full of energy, pumped, and showing solidarity. The community support has been wonderful too!" **Chelsea Williams, CT Tech**



"My family has worked for or with Providence for most of the last 80 years. We have been doctors, nurses, pharmacists, and imaging technologists. They used to take care of us. I have worked for Providence as both a nonunion and a union member employee for 20 years. Why can't they figure out that when you take care of your employees both financially and better benefits you get much better results across the board? Better staffing, massively less turnover, and overall better things is the result. We live in one of the most expensive states to live, and they wonder why people won't come work or stay." **Rob McCarthy, Radiology**



"I'm here to support the loyal employees. All departments are valuable and our dedication to our patients should not go unseen." **Denise Medina, EVS**



"We provide top notch quality and service in the nutrition department. We give quality care but we have to worry about working second and third jobs on top of this one just to pay our bills. The energy here is awesome and we are all super motivated to make a change. That's what we need in this community! I believe you should be the change you wish to see in the world." **Taylor Renew, Nutrition Attendant**



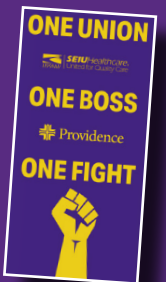
I'm here for better staffing. I've been working there almost 5 years. I am senior CNA, I do more than my job title like telemetry and sitter. It's not safe." **Tiya Pattanayak, CNA**



"Every single employee is ESSENTIAL to keep this hospital running smoothly for our community. For a business that is open 24/7 making record profits and claims that their mission is to provide safe and compassionate care to its community, its employees are being left behind. We are part of this community, we want to be here. Providence, you need to RESPECT US, PROTECT US, AND PAY US!" **Guadalupe Angeles, Ultrasound Technician**

Our 35,000 union siblings have our backs!

We amplified our call to the boss with a sticker-up to bring our message to the other side of the mountains — healthcare workers at Kadlec deserve the same pay and respect as other Providence facilities. Our union siblings at Swedish Medical Center, in particular, know what it's like to go up against corporate giant Providence. Your fight is our fight!



"I am here striking for my coworkers and community. When we come together we are valued, respected and we don't want to have to work more than one job! Several coworkers of mine have been struggling to buy food or pay bills. Tri-Cities is just as expensive as Seattle now, we deserve same employer, same work, same pay!" **Mari Beth Mayfield, Senior Patient Access Rep**



"Every day, I'm striking for my community, colleagues, patients, and friends. In the Tri-Cities, the cost of living is skyrocketing, and wages just aren't keeping up. Providence has the power to change this—our dedicated employees deserve a livable wage, not just survival. It's time for Providence to prioritize the workers who make their success possible." **Felicia Armijo, CNA, Resource Unit**

