

Unfair Labor Practice

SEIU Healthcare 1199NW

# STRIKE

August 25, 2024

KADLEC

DAY 5

## The Winds Have Changed at Providence Kadlec!



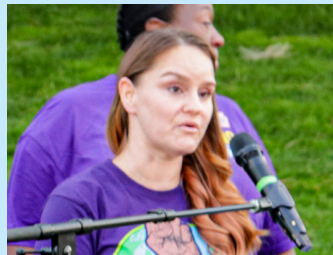
Our momentum is growing! We stood united and strong on the fifth day of our unfair labor practice strike at Kadlec, and we marked it by holding a march and rally for a strong contract. We witnessed the incredible support from our community, reminding us that we are never alone in this fight. As we get closer to returning to work, our solidarity is more powerful than ever.

Our allies from across the state and from different unions have rallied behind us, sending a clear message to Providence: If you pick on one of us, you have to face all of us. At our rally, we urged Kadlec to hear our demands loud and clear: Same Employer, Same Work, Same Pay! We have the power to make a difference. Let's keep this energy flowing as we move forward and continue to stand shoulder to shoulder until we win the contract, the wages, and the respect we deserve. In unity, we stand strong!

### Our Rally Speakers



"When Providence came to Swedish, it was a hard and long bargaining; they didn't want to give up anything. But they did — and you know why? Because we fought and we stood our ground. If we show them how strong you are, they won't have a choice but to do what you're asking for. Don't settle for pennies."  
**Val Howard, CNA, Providence Swedish, Seattle**



"Every day on the picket line, every chant, every sign shows your courage. A strike isn't just for today — it's for those who come after us, for our families, and for the belief that everyone deserves fair treatment. Stay strong, stay united."  
**Deshawn Oursland, Phlebotomist, MultiCare Yakima Memorial Hospital**



"Your job is no less important than mine. Your job is no less important than Kirk's. Your job is no less important than Reza's. Here's what you're going to do — you're going to fight for a fair contract. SEIU, it's more important than ever to stick together. Stay strong!"  
**Meri Bukovinsky, RN, WSNA member**

### We Thank Our Communities for Their Support!

- ♥ Kennewick Education Association
- ♥ WSNA
- ♥ SEIU 775
- ♥ UFCW 3000
- ♥ UA Local 598 (Plumbers and Pipefitters)
- ♥ Teamsters Local 839
- ♥ IBEW Local 112
- ♥ Kennewick Firefighters
- ♥ Ana Ruiz Kennedy, state House of Representatives candidate, 14th LD
- ♥ Chelsea Dimas, State House of Representatives candidate, 14th LD
- ♥ Washington State Labor Council
- ♥ Magnolia Cafe





"We demand a fair contract because we deserve it and we need it to help us care for our families." **Angel Avalos, EVS**



"I am here today to make sure we get a fair wage and to be able to have better standards and safety for our patients and staff." **Zoe Pfeifer, Sitter**



"I am here for fair pay and equality. We deserve and we need it. We are a family and we work together. Join us at the line and have fun." **Maria Diez Canseco, Interpreter**



"I signed up for six days on the strike line to support my coworkers in other departments. I feel like they came pretty close with Echo for wages, but minimum wage for other job classes isn't good enough, especially when CNAs, who have to maintain their license, can leave and make more elsewhere without needing to be licensed. We're in this together." **Tyson Slusarenko, Cardiac Sonographer**



"I've worked here since October 2023 and I'm here supporting my co-workers at the strike line. I am per diem; we are all family at Kadlec!" **Jackie Torres, Lab Assistant**



"This is my fifth day on the strike line. I'm EVS, and even though we're exhausted from being overworked, they still keep us understaffed. At first, I wasn't sure about being union, but now I know we need to be strong to win a fair contract!" **Elvira Britain, EVS**



"I'm out here because I want to be part of this strike because it is unfair how they are treating you. I want the very best for you and the very best for me as a patient." **Anthony Pfau, son of Maria Pfau, Nutrition**



"We are on strike for fair wages so we can provide for our families." **Lacey Owens, Lucerito Quevedo, Nutrition attendants**

"I'm a CNA here on the 8th floor and I'm here to support. My mom works here too, she is EVS. My mom doesn't make as much or get resources, and I have had to see my mom getting mistreated by management at work. There's a language barrier and Providence does not show her the respect she needs. I love what I do, but I have to work nights to make enough money to get by. On nights I'm paid more but I don't get to spend as much time with my family. I'm here for better working conditions and for my kid. I'm bringing my kid out here too, we have to fight for what is right." **Genesis Saucedo, CNA**

"I've been here for nine years. At first it was really hard for me to make that decision to come out here. My wages are fine. My manager is so great! But I know it's not just about me. I'm not here for me. I'm out here for the service workers because I couldn't do my job without them." **Steven Strait, EKG Tech**



"We are here to see staffing and fair pay. We have to work two jobs to make ends meet. No one should need more than one job to live here. Kadlec, do the right thing!" **Irma Bohlke, Gwen Hittinger, Lab Assistant & Anesthesia Tech**



"I'm here for more pay but I am mostly here to support everyone else. I'm especially here for the CNAs—they get minimum wage and work harder than anyone in the hospital. Our pay needs to reflect that work and respect everyone, no matter what your job is!" **Zoe Bertsch, Barista**



"I'm here for equal pay. If I had fair pay I'd be able to get books for school. I'm studying to be a mechanical engineer and I need supplies to succeed. It's hard being in school full time and also working here, but I'm standing strong with my coworkers." **Anthony Parra Guzman, Patient Sitter**

"I'm on the line for safe staffing and a living wage. I've been a CNA since 2016 and barely am making \$22/hr. That is not okay for the amount of work that we do, working short. Once Providence bought Kadlec, everything got worse." **Marissa Angelita Ruiz, CNA**

"It was amazing to be here tonight to see how much support we have from our community. I want to win fair pay and be able to provide for my kids." **Sarai Diaz, Phlebotomist**



"I am here because it's important that we all stick together. Nobody at Kadlec should be making minimum wage, especially after being here multiple years. We need all departments to run this hospital and care for our patients, and the hospital should value all those caregivers. Treat us like we mean something, and all caregivers will feel valued!" **Cassandra Bibe, Cath Lab**



"We want fair wages. Same work, same pay! The CEO here makes as much money as over on the West side. If you can pay the CEO here as much as over there, you can pay the employees too. Cost of living has got so expensive and I think we need way more money, especially these years of the pandemic. We used to feel like a community hospital and since Providence came in we have had lower standards." **Gloria Brown-Kelly, CNA**



"I'm only 18, and I just graduated. I've been at Kadlec for two months; I'm still in training! I love my job and I love my coworkers, but the pay is just not enough. My friends all work in fast food and make more than I do! How am I supposed to buy a house on this wage? I want to stay here, and I think most people do too, but if Kadlec can't invest in us, why would we ever invest in them?" **Karyme Rodriguez, Sterile Processing Tech**

"I could do the same job at another hospital and make \$15 more. If I got paid my worth I wouldn't have to work multiple jobs and I could spend more time with my family." **Krystal Gill, Emergency Tech**



"I want a higher wage for everyone. It's not right that there's people who have been here since 2002 who make less than \$19. Especially with inflation and rise of the minimum wage, Kadlec needs to do the right thing. Kadlec used to hand out cash bonuses back in the day and now we just get T-shirts. Do more, Kadlec. Show that you care." **Stephanie Reiff, Sterile Processing Tech**

**Return to work after our seven-day ULP strike:**

**August 27  
6 a.m.**

We are getting ready to show up on Aug. 27, regardless of our usual shift, to stand in solidarity as we walk back in together, united and stronger than ever.

Let's show management that we have each other's backs as we continue our fight for a strong contract and fair wages at Kadlec.