

Unfair Labor Practice

SEIU Healthcare 1199NW

# STRIKE

August 26, 2024

KADLEC

## Together We Rise: A New Day Begins at Kadlec!

Day 7 + Return to Work



As we stand in our collective power and strength at Providence Kadlec, we're taking a moment to reflect on the resilience and unity we've shown over the past week. Today marks a new chapter in our fight for fair wages and safe staffing after showing Providence we mean business. This Union, Our Union!

At 6 a.m. today, we walked back into our jobs as one strong, united force with our heads held high. However, Providence once again chose intimidation and hostility when they tried to prevent some of us from coming into the hospital unless we were scheduled to work right away. As a union, we don't tolerate retaliation, and we'll be taking steps to call out and address Providence's attempts to intimidate.

This past week has been a powerful reminder of who we are and what we can achieve when we stand together for our values and our patients' rights! We've shown that our voices matter, and that our commitment to a strong contract is unwavering.

We're returning to the bargaining table and bringing everyone's voices for a strong contract that ensures livable wages—not just minimal compensation of pennies. Management has an opportunity to refocus and engage in meaningful dialogue with us.

We will continue to advocate for our patients, a better workplace, and a culture where everyone thrives. Same employer, same work, same pay!

## Thank you for the support!

- ✦ IBEW
- ✦ UA Local 839
- ✦ AFCME
- ✦ WSNA
- ✦ SEIU 775
- ✦ UFCW 3000
- ✦ UA Local Union 598 Plumbers and Steamfitters
- ✦ Washington State Labor Council President April Sims and Secretary Treasurer Cherika Carter
- ✦ Ana Ruiz Kennedy, candidate for State Representative in the 14th District
- ✦ Chelsea Dimas, candidate for State Representative in the 14th District
- ✦ Firefighters
- ✦ Kennewick educators
- ✦ Carol Lightle, RN at Swedish Medical Center and Rank-and-File Vice President of 1199NW
- ✦ Deshawn Ousland, Phlebotomist at Yakima Memorial Hospital and 1199NW member
- ✦ Valarie Howard, Monitor Tech CNA at Swedish Medical Center and 1199NW Executive Board member
- ✦ Our incredible community!



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# Day 7 of our ULP strike was powerful!

We showed our strength. Now, we're ready to get back inside and do what we do best — care for our patients.



"I had to come out here to support workers when I found out how bad Providence is treating you and how low you are being paid. They are treating you like you don't matter but Kirk sits comfortably on his salary while he doesn't work the floor. He isn't struggling, so why should you? There are families struggling to survive while he is comfortable making bad decisions making money for his workers. I will stand by workers as long as you need it." **Val Howard, Monitor Tech CNA at Swedish Medical Center, 1199NW Executive Board Member**



"It was very difficult to leave the ICU, those are critical care patients. I'm excited to be back and see my patients and my work family. I feel like we are stronger than ever and I'm curious to see what Providence is going to come to the bargaining table with. I'm proud of all the departments who have come and supported each other. It's time for fair wages, time for Providence to give us what we're asking." **Shelby Carter, Senior CNA, ICU**



"It is amazing to see the unity and support that we have for each other and from our community. When we win our fair contract, it will help benefit all, even our community."

**Maria Torres, MSR**



"It was disappointing that Kadlec chose to let us strike instead of coming to bargaining, forcing the care of our patients to suffer. Everyone on the strike line was concerned about the care our patients were receiving - it was at the top of our minds. We expect that Kadlec will treat this seriously and come to bargaining with serious proposals we can accept. We as union members have shown them that we are united in asking for a fair contract that we can accept so we can continue to care for our community." **Ethel**

**Pham, ED 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 nonunion and a union member employee for 20 years. Why can't they figure out that when you take care of your employees financially and with 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 McCartney, FSED Radiology**

"My sister has been working at Kadlec for decades, and she is not valued. She could not be here on the line but I am here to demand better for us. I have been here for 8 years and I don't feel valued. It's not right to be paid so little after so many years of service. We survived COVID! It's not okay to be paid so little! I am not scared to be out here on the line! I have no fear! I am disappointed in my coworkers who could not come and join us, and I am disappointed in the bosses. Even if we have good managers, it doesn't matter. It's about Providence! It's about the people who make millions doing the right thing! I will be out here until they do!" **Stjepan Anic, EVS Tech**



"I work multiple jobs. I want to afford to live. If I didn't have to work so much I could spend time with my kid, go swimming, go to the fair. We lost this summer too much work, that's why I'm here today." **Tatiana Cardenas, ER Tech**

"I am here because I need more money and higher pay. I need to help my family. I'm a college student and I got a new car and it's so hard to pay for it. I need money to pay rent. I'm studying to be an Ultrasound Tech and I need funds for school. It feels powerful to be here with my coworkers today." **Susie Cuellar, Patient Sitter**

"If I had known wages were higher on the other side of the state I would have started my career over there. I feel overpaid and underworked and I could leave. If I got paid my worth I would feel valued. I put my heart and soul into my work but I don't feel valued for it, I don't feel like the higher ups appreciate me. This is my first strike and it feels exhilarating." **Sadie Smith, Lab Assistant**



"I'm out here for my family. I'm raising my granddaughter. Just to afford to live in Tri-Cities is practically impossible, let alone daycare costs. I came in at an entry level position but what I'm doing is so much more. I enjoy the work I do, I want to stay and move up. We need more than what Kadlec is offering, its not enough and we are all struggling." **Lorrie Smith, OR Assistant**



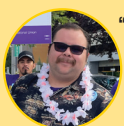
"It's kind of sad. I rather be in there taking care of my patients, but we need to pay our bills and get safe staffing. I was in Chicago on vacation, but I came back sooner because I need to support my team and everyone else working their tails off. They need to see that we are serious and fix these unsafe ratios. We come in day in and day out and do a good job. I have been here since 2012 and my team and I are familiar with our patients and know our system very well, but they continue to show that they see us as a number that can just be replaced. Since Providence bought Kadlec, it has felt more corporate and no longer feels like a small, intimate family with appreciation. We are all in it together." **Kevin Plummer, Telemetry Tech**

"I know that people like me were offered more money, and it would be okay to just accept it. But I can't be okay with knowing that the EVS workers, the sitters, the dietary workers, and sterile processing people aren't getting the same compensation. That's not right. I'm out here for them!" **Hadassah Lael Bryan, ED Tech**

"I want equality and better pay. If we had fair wages I could purchase a home and not live paycheck to paycheck. If we are united in our action we I know will win a better contract." **Jasmine Barragan, Medical Interpreter**



"Every single person here, whether they're EVS, CT, phlebotomists, or kitchen staff is important. Without one the whole system would fail." **Keesha and Shevon Slack, CNAs**



"We are all here fighting on the strike line in hopes to get better wages. I feel like what we are asking is reasonable and fair and we are standing up for what we believe in." **Jamie Arreola, ED Tech**



"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**

## Next steps: We have bargaining dates

Our bargaining team is heading into the next session stronger than ever, fueled by our successful strike! We'll keep delivering our message of solidarity: Same employer, same work, same pay. Look out for bargaining updates soon.

⇒ **September 16, 17, 18**

⇒ **September 24, 25, 26**

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