



One Day Longer, One Day Stronger!

After another three bargaining sessions, Providence persists in putting major takeaways on the table. They say they want to bargain in good faith, but their actions of regressive bargaining do not indicate it.

We have made it very clear that we will continue bargaining until we reach an agreement that recruits, retains and addresses our patients' safety concerns. Providence is generating billions of dollars in profit from our hard work and years of dedication. Our patients, community, and families depend on us to ensure accountability in management to keep them safe. Through our persistent actions, we are building resiliency, strength and more power. Let's keep pushing through, because our unity is what gives us the ability to win a contract that we all deserve. One day longer, one day stronger!



"This is not a new tactic from Providence. When we returned to bargaining at Swedish after our strike they tried takeaways, refused to agree to anything. They are trying the same old tricks with you all at Kadlec. We continue to take actions here at Swedish to show our solidarity with you and know that if you keep up the fight you will get the contract you deserve!"

– Carol Lightle, RN, Swedish Medical Center,
SEIU Healthcare 1199NW Vice President

Now is the time to act!

Meet with your bargaining team members this week to hear and vote on the next steps at the times and locations below.

Sunday, September 29	1pm-4pm 7pm-11pm	Ringold Room
Monday, September 30	6am-10am 5pm-11pm	Ringold Room
Tuesday, October 1	11am-2pm 6pm-9pm	Candy Mountain Room

Making our voices heard at City Council

Tell your City Council Members that Providence's recent actions at the bargaining table show that they prioritize profits over the wellbeing of patients. Come and join your elected bargaining team members at the next Richland City Council meeting, where we will present our concerns and call for accountability from Providence. It is vital that our elected officials understand the implications of these negotiations on the health and well-being of our community:

Where: Richland City Hall, 625 Swift Blvd, Richland, WA 99352

When: Tuesday, October 1 at 6pm



Fast Pass our contract!

We stood united this week and wore stickers telling management to Fast Pass our contract!



"They need to treat us like they value us and our contribution to their organization. We fought hard for our co-workers over the last six days and were met with barriers and blockades to almost every proposal we put forward. It's time for management to fast pass our contract."

– Mari Beth Mayfield, Patient Access



Where we stand in bargaining

Credit for Past Experience:

Management is doing regressive bargaining; they withdrew their proposal to correct caregivers' credit for past experience.

Management erroneously evaluated caregivers' prior experience, resulting in employees being placed on lower pay grades and receiving lower compensation than they are entitled to.

Increases to the new wage scales:

Management's recent wage proposals postpone the salary increases originally scheduled for January, indicating that all employees should need to wait until May 2025 for any adjustments.

PTO:

Management took our PTO hours and revoked the option for PTO cash out, which differs from the nurses, our colleagues with whom we work alongside every day.

Management refuses to credit caregivers for the PTO they deserve based on their years of service. Or let us cash out PTO hours that we have already earned.

Lead Pay:

Management withdrew their proposal to give Techs lead pay at 3%. Fair lead pay matters to everyone! They rejected our proposal of \$1.25 or 3%, whichever is higher for lead pay; which promotes equity and acknowledges our skills.

Under management's proposal, many technicians handling lead assignments would earn significantly less than what they are currently receiving.

Successorship:

We need language that protects our contract.

When Providence bought Kadlec we lost so much including PTO, EIB, employee recognition events, bonuses, and step placement. Kadlec rejected our successorship proposal which states that in the event of a transfer or sale of ownership we would keep our current CBA including our wages, PTO, benefits, etc.

Prohibition on collection:

Management has declined to entertain our proposal to ensure that no Kadlec employee will be sent to collections as long as they continue to make payments on their medical bills.

More than 400 employees are not being paid for their experience - which they rightly deserve!



"There are so many of us who have been affected by the lost wages over the years by being placed on the incorrect step and not being given equal credit for past experience." **Melissa Spang, Tele Tech**



"You shouldn't have to leave Kadlec and come back to get put on the right step and receive the correct credit for past experience." **Blanca Hinjosa, Pharm Tech**

Same Employer, Same Work, Same Pay!

Our proposals include:

- Full retro pay
- Placement on new wage scale at ratification
- Raises in January and May



"When Providence took us over, they took away 106 hours of PTO per year from everyone to align us with Providence and we are proposing to have some of our lost hours reinstated." **Leslie Jackson, Respiratory Therapist**



"I don't believe that by taking away something that we already have, the 3% lead pay, that this is good faith bargaining." **Lindsay Cours, OB Tech**



"We lost a lot when Providence bought Kadlec and then we had to bargain for a very long time, almost 18 months, with a new company who continues to reject things, benefits, and protections we used to have." **Ethel Pham, ED Tech**



"We as caregivers who sometimes become patients at Kadlec would like to know that we could be helped financially so that we wouldn't be sent to collections." **Mona Chalmers, CNA**