



# United for fair pay

We are united and ready to take action to win a contract with livable wages that are equitable for everyone at Kadlec. Wage scales help us attract and keep staff that make Kadlec a great place to work and receive care. Unfortunately management proposed the same merit pay system which fails to address the needs of our lowest paid staff and doesn't provide recognition for years of service. Our bargaining team has been working hard and we need to keep on showing our unity and taking action so we can win a contract that invests in all of us. We have to continue to put pressure and hold management accountable. Be in touch with your bargaining team member about next steps.



"The fact that management still hasn't brought in a wage scale and also want to continue to keep merit based raises is ridiculous. We need livable wages now."  
**Cherise Bell,**  
Housekeeper, EVS



"I never worked for an organization that utilized a wage scale so I didn't realize how important one was until now. In the past, I would receive a raise based on my job performance or in the case of pre-Providence Kadlec, I would receive a raise that kept up with the cost of living. This is the case no longer. Now my 'merit increase' is based on how well I'm liked by a manager. How is this productive?"

Wage scales lets us know how much of an increase we will receive yearly would be beneficial as opposed to the guessing game we go through now. Management wants to continue with the current merit based system simply to save themselves money. Shame on them. Why not invest in their caregivers? Happy caregivers = a better experience for patients!"  
**Dawn Kleis, Cook assistant, Nutrition**

**Fair wages so I can...**

**Support My Family**



## We took action for fair wages

Our message to management is that we need fair wages. That's why we wore stickers this week with a message of what having fair wages would mean to each caregiver at Kadlec. Our co-workers shared how having real livable wages would have an impact on ourselves and our families.



"The pay scale is for all of us to make sure we can afford to live without having to have two jobs while taking care of our families."  
**Pam Peterson, CNA, Resource Team**

"I'm tired of struggling just to pay bills as someone that has worked here for 15 years. It shouldn't have to be this way. Everything keeps going up but our wages are not keeping up with the economy."

**Colleen Finley, CNA, 6RP**



# Providence can afford to do better.

Why is a not-for-profit able to put away a billion dollars into savings instead of investing in us, the front-line caregivers?

In 2017, Providence increased its cash on hand by \$1 BILLION. Providence says one of its core values is Justice. We know that Providence can afford to do better and live up to its core values.

“We believe everyone has a right to the basic goods of the earth. We strive to remove the causes of oppression. We join with others to work for the common good and to advocate for social justice.”

<https://washington.providence.org/about/mission/>

Then why is Providence proposing to maintain the merit pay system which prevents caregivers from having a livable wage and access to basic goods?

## Our Kadlec union leadership team is growing

### CAT Team

Melissa Hirano, CNA  
Melissa Barajas, Anesthesia Tech  
Barbara Smith, Patient Navigator  
Tracy Dey, HUC/CNA  
Bill Haley, CT Tech  
Cheryl Defever, CT Tech  
Robert Kamrowski, CT Tech  
Gene Dorendorf, Cardiac Sonographer  
Melinda Rouse, ED Tech  
Jason Mike, Housekeeper  
Nada Spahic, Housekeeper  
Brandi Farrah, HUC  
Cheryl Rhodes, Monitor Tech  
Selene Garcia Phlebotomist  
Tam White, Clinical Lab Assistant  
Cristina Thomas, Mammo Tech  
Heidi Boehmler, Supply Chain Tech  
Danielle Fisher, Meal Service Rep and Barista  
Katie McCoskey, Meal Service Rep  
Tracey Brouillette, Cook  
Fernando Alvarado-Cortez, Cook Assistant  
Leanne Peterson, Sterile Processing Tech  
David Jackson, Surgical Tech  
Rachel Antonovich, Surgical Tech  
Joseph Madrigal, OR Assistant  
Mirna Ruiz, HUC/CNA  
Blanca Hinojosa, Pharmacy Tech  
Alicia Gonzales, CNA  
Lu Floyd, CNA  
Susie Holmes, CNA  
Morgan Williams, Respiratory Therapist  
Anton Blaskan, Sterile Processing Tech  
Tabi Oldenkamp, Sterile Processing Tech  
Yolanda Lopez, CNA  
Lesa Mokler, Monitor Tech  
Michele Rodriguez, Monitor Tech  
Darla Harris, Ultrasound Tech  
Jen Barsness, Ultrasound Tech  
Nikki Dayton, Radiology Tech Lead

### Bargaining Team

Albert Gonzalez, ED Tech  
Colleen Finley, CNA  
Terry Mount, HUC  
Sharon Jetton, HUC  
Rachel Luna, OB Tech  
Kaitlin Frank, CNA  
Brook Petersen, Anesthesia Tech Lead  
Lindsay Rivas, CNA  
Tyler Brown, Electrophysio Tech  
Joe Dituri, Electrophysio Tech  
David Myrick, Electrophysio Tech  
Suzanne Morrell, CT Tech  
Cherise Bell, Housekeeper  
Felix Guerra, Housekeeper  
Melissa Spang, HUC  
Tony Dominquez, Transport Aide Lead  
Beth Hewitt, Medical Lab Technician  
Lana Ennen, Clinical Lab Assistant  
Bertha Montes, Mammo Tech  
Toni Ann Nelson, Receiving Clerk Lead  
Curt Zahler, MRI Tech  
Dawn Kleis, Cook Assistant  
Danielle Smith, CVOR Surgical Tech  
Mike Hampton, Surgical Tech  
Ruby Keck, HUC  
Anna Henckel, Pharmacy Tech  
Pamela Peterson, Resource Team  
Andrea Gilbo, Respiratory Therapist  
Amy Riddle, HUC/CNA  
Becky Strode, Monitor Tech  
Michelle Stout, Ultrasound Tech  
Alex Kraft, Radiology Tech  
Austin Anderson, Radiology Tech  
Cara Berry, Sterile Processing Tech



**SEIUHealthcare.**  
United for Quality Care