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.

“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 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

“’I’m tired of struggling 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

“’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

We took action for fair wages

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

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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 Boehmier, Supply Chain Tech
- Danielle Fisher, Meal Service Rep and Barista
- Katie McCoskey, Meal Service Rep
- Tracey Brouilllette, 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 Domineque, 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

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/](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?