

Our action and unity is working!

Management moves on our key issues

Ensuring that we have a living wage, job security, and consistency around the hospital requires all of us standing together. We have been taking action to stand up for ALL of us to have enough rest between shift, access to the same premiums like lead pay, and respect. Our unity moved management and at bargaining last week, management acknowledged the importance of all workers at Kadlec by finally moving on:

- **Rest Between Shifts** Ensuring that ALL job classes are guaranteed enough rest between their shifts. If we don't receive at least 10 hours rest, then any time worked on a subsequent shift is paid at 1.5X the regular rate.
- **Recognition of the Resource Team** We take care of very specialized patients and not every CNA and HUC can float to another floor and take on the full responsibilities. Management recognized the skills of the Resource Team by proposing a Resource Team premium.
- **Respect for our voice on the job** ensuring that we can have access to a bulletin board in all units so that we are communicating what is happening in our union.

This progress happened because we all have worn stickers, signed petitions, and taken collective action. When we fight we win! Our unity makes the difference. Now we need to keep going by continuing to put the pressure on administration.

Our goal is to settle a contract that will ensure that Kadlec is the best place to work in our community. We have three more bargaining sessions set: October 30, November 1 and November 7. If we can't get to a tentative agreement in those three sessions, we need to be prepared to take action.



"Bargaining is getting down to the wire. Either we will have a contract soon or it will be time to call for action. If you want your voice heard, now is the time to contact your bargaining team."

Tracey Brouillette, Cook, Nutrition



"Management's latest proposal included the rest between shift premium for ALL jobs. This is an important advance for equal treatment for caregivers at Kadlec. Working toward improving safety and acknowledging the importance of the variety of jobs in our bargaining team

is vital to achieving a successful contract.

Becky Strode, Monitor Tech, Telemetry

Our community supports us



"As a Teamsters Local 839 Business Agent, I'm aware of some of the struggles and successes that workers in the Tri-Cities have experienced. As union brothers and sisters we need to stand united for fair contracts that contain job security, good wages, and health care benefits that will recruit and retain workers to our area.

When big wealthy companies come into our community and lower the standards, we all suffer. Kadlec is one of the largest employers in our area. Providence needs to do the right thing by bargaining a contract with good wages, no subcontracting language, and sick leave that enables folks to care for themselves and their families when needed. You care for us when we are sick, you should be able to care for your family when they need you.

Kadlec workers, you are supported! We will stand with you for a fair contract. We will stand with you on the strike line if need be! We can and will work together to raise the standard of living for all working families in our community!"

Austin DePaolo

Business Representative, Teamsters Local 839

We're united for staff safety

We are committed to providing safe, quality patient care. Emergency department techs, CNAs, HUCs, and telemetry techs are joining together to have their voices heard. Being assaulted at work should not be the norm. We stand with the RNs to ensure we have a safe working environment. A team made up of caregivers have met with Kirk Harper, VP Nursing and Human Resources. We were reassured that management is working toward improving safety standards for all. This includes dietary workers that go into patient's rooms, housekeepers, and sitters. If you would like to be part of this process please contact your organizer.