



SEIUHealthcare®
United for Quality Care

Kadlec

December 19, 2019

Welcome to Our Union, We All Belong Here

Belonging means bringing together people from different backgrounds to include and accept them for who they are and what they bring to our workplace. We all bring different strengths and it is important to celebrate them together. We know we're strongest when we act in unity, and that unity means we, the frontline staff workers, are making our voices heard for better quality care. We continue to build our strength at Kadlec Regional Medical Center.



patients." **Monica Cacioppo, Pharmacy Tech**

"There are many misconceptions about what unions are. I have been a member of unions for 19+ years and I've noticed that when we stand together and are knowledgeable in our rights, we win. For that reason I want to better educate everyone on facts, because when we are taken care of, we can provide the best quality care to our



Welcome our new delegates:

Margarita Gonzalez, Birth Center
Blanca Hinojosa, Pharmacy
Monica Cacioppo, Pharmacy
Ramona Chalmers, 6RP
Lindsay Cours, Surgical
Lindsay Rivas, 4RP
Suleria Serratos, 4RP
Amber Sherman, Materials Management
Kristi Valdez, ED
Paige Riddelle, Sitter
Shalon Courser, EVS
Jennifer Dixon, OR
Grace King, OR



social justice! The more I learn about the inequalities the more I notice them, but it is our job as a union to identify these injustices in our workplace and fight for equity for all!"

Mona Chalmers, 6RP CNA

"Going to the delegate and leadership assembly was a great experience. I met a lot of leaders from across the state who are in this for the same thing — racial, economic and



knowledge of it. I can represent my co-workers and be an advocate for our patients in the healthcare system. United as a union we can build a stronger foundation, and with a stronger foundation great things happen. I encourage everyone to take action and get involved. Unity indicates power and with power your voice is heard. I am proud to be a union delegate.

Margarita Gonzalez, Birth Center Surgical tech

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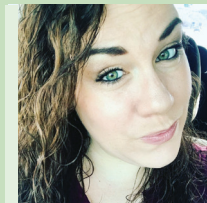
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When we stand up for what's right, we win!

We won language for those of us on the 7/70 schedule to be recognized as full time 1.0 employees and to keep our benefits safe in our contract. This year, management had changed our status to part time and expressed that the system could not handle us as 1.0 employees. Instead of following the contract, management wanted to bargain a payout that would leave us underpaid. But after filing grievances and fighting back, we won! We should expect:

A PTO dump of our lost PTO accrual since Nov. 16, 2019

A change back from part time to full time in the system



"We won language on recognizing employees who work a 7/70 schedule as 1.0 FTE. But even ratifying the contract management was not recognizing what they committed to. We called it out and after a long fight, management has agreed to calculate our lost hours of PTO accrual from the point of ratification, and input it into our PTO banks as well as following the contract language by changing the system to define us as 1.0 employees from here on out, as we should be."

Michelle Stout, Ultrasound tech

Happy National Radiology Technologist week

The role we play is critical in providing quality care for our patients, and this year, the week of Nov. 13-19 commemorates the discovery of the X-ray and the advancement in healthcare as a whole.



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