



# We Are United for Safety and Using Our Union Voice to Advocate for Ourselves and Our Patients

## We're stepping up to serve our community. Kadlec must do the same.

We, as healthcare workers, are risking our lives every day being on the frontline of the COVID-19 crisis and exposing ourselves to the virus. We are joining together now to stand up for our patients and families because we cannot afford to settle for less than we deserve. We are standing in unity and signing a petition where we are advocating for adequate PPE, safety protections and fair pay for all frontline caregivers across the Providence system. Kadlec needs to step up.

## Sign the Petition

<https://1199nw.org/ProvidencePetition>



"Despite many meetings with Kadlec administration and management, we have yet to get real answers or numbers on those affected by COVID-19. We continue to ask for transparency and updated standard policies and procedures that accurately protect caregivers during this pandemic. While we get daily emails about providing 'safe, compassionate care,' our caregivers and hospital employees have yet to see this applied to them."

**Michelle Stout, Ultrasound Tech**

We want to hear from you about how things are going in your department. Fill out our survey at <https://1199nw.org/3f3NNWR>. Now more than ever we must speak as one voice!

# FAQs

## What do I do if...?

### I am sent home due to low census?

At your discretion you may use your PTO to offset the low census hours. If you choose to not use your accrued leave you may apply for unemployment\*. This is protected through the CARES Act.

### My hours are temporarily reduced?

You are eligible to file for unemployment\* if your hours have been reduced or eliminated. It is NOT a requirement to exhaust your accrued leave first, but it is your choice if you choose to do so. This is protected through the CARES Act.

### I am furloughed?

You are eligible for SharedWork (a form of unemployment) to receive prorated benefits for the hours reduced.

### My work has been eliminated due to departments shutting down partially or fully, e.g. no elective surgeries, can I apply for unemployment?

You can apply for unemployment\*, and the compensation you receive will depend on how many hours you're able to work. This is protected through the CARES Act.

### I am a per diem or on call?

ESD will have to evaluate on a case-by-case basis, but if you have experienced a reduction in work due to COVID-19, you should be able to receive a prorated amount of unemployment\* benefits to offset the lost income.

\*Unemployment and the amount of benefit will be calculated using your income during your base year.



# FAQs Continued...

## During temporary periods of low census Kadlec must follow this format:

1. Employees in the affected job classification and department on overtime
2. Volunteers
3. Per diems
4. Full and part time employee, starting with the least senior employee

## What are current CDC guidelines around PPE for healthcare workers?

The CDC advises the use of an N95 mask, a gown, a face shield or goggles and gloves when treating a patient who has tested positive for COVID-19. Surgical masks can also be worn by healthcare workers or patients who are showing symptoms to help reduce the spread of the virus, but they do not offer the same amount of protection as N95 masks.

We are continuing to fight for our rights and stand up with our contract by keeping management accountable.

Before our union and our contract, we were not able to stand up together for what is right. With our contract we are able to hold management accountable through the grievance process.



"We filed a grievance regarding Article 6.9 and the letter of understanding for educational services. Access to continuing education credits via ASRT were canceled in Diagnostic Imaging, Radiologist lectures were canceled, seminar requests have been denied in Respiratory Therapy and required

continuing education needs continue to be unmet in the Pharmacy and Interpreting Services. We are currently in Step 2 of our grievance process. We won the right to fight and stand up for ourselves by joining a union and winning our first contract. We won the right to file grievances to battle the losses management continues to take away. By being a part of OUR union we won the right to stop the takeaways and save the things that matter to us most."

**Suzanne Morrell, CT Tech**

## COVID-19 Member Hotline

If you have concerns about COVID-19 in your workplace or to report an incident, call our union's COVID-19 hotline at **(866) 977-0247**

Organizers are staffing the line every day 9:00am – 5:30pm to take your questions. Calls received after 5:30pm will be routed to voicemail and returned the next day.

More information is available on our website: **[1199nwcovidresponse.org](https://1199nwcovidresponse.org)**



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