

Advocating for patients and our families

Steps to a great contract



Fill out your survey today!
At 1199nw.org/KRMCSurvey2020

Making Our Voices Heard at Kadlec 2020 Bargaining Survey: What do you think?

Kadlec

This survey is your opportunity to voice what you would like to prioritize at the bargaining table for our new contract. To ensure that your voice is heard, fill out your own individual survey, prioritize your issues, and decide what you will do to win these changes.

We always strive for better standards; this survey will help our bargaining team identify the right priorities to push for, but we only win results through UNITY and ACTION. Share your input today!



Stay updated

Please update your contact information so we may better communicate with you.

Name _____

Department/Unit _____

Job Class _____

Shift _____

Home email _____

Cell phone* _____

Stay in touch!

Sign up for to receive text messages with bargaining updates. Receive the news and alerts as they are happening by signing up to receive text messages from our bargaining team.

☐ Yes! Please send me bargaining updates via text*.
☐ Yes! Please send me bargaining updates via email.

* By providing my phone number, I understand that SEIU and its locals and affiliates may use automated calling technologies and/or text message me on my cellular phone on a periodic basis. SEIU will never charge for text message alerts. Carrier message and data rates may apply to such alerts. Text STOP to 787753 to stop receiving messages. Text HELP to 787753 for more information.

Building our union strength

When we bargain, we are the strongest when we are united across all of our differences and when we recognize the value of the unique experiences and backgrounds that each of us brings. In order to be the strongest and most representative union possible at the bargaining table, we want to make sure each of us has the chance to voice our priorities. That's why we're gathering information about our cultural backgrounds, the languages we speak, our gender identity, and our ages. Please share more about yourself to help build our strength and make sure our union is inclusive of everyone.

My race is:

☐ Asian ☐ Black ☐ Hispanic/Latino/a
☐ Native American ☐ Pacific Islander ☐ White
☐ Other

My ethnicity is: _____

The language I speak at home other than English is: _____

My gender identity is:

☐ Male ☐ Female ☐ Non-Binary

Do you identify as LGBTQIA? ☐ Yes ☐ No

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"This survey is to hear from our co-workers on what we want to improve on in the next contract. We are working so hard, and trying to keep up with patient load — anything over 10:1 per CNA is putting us and our patients at risk, this is not right. Voice what matters to you today! It is really important that we all fill this out and improve our standards at Kadlec."

Mona Chalmers, 6RP CNA



"One thing I would like to see improved in the new contract is per diem reviews. While many of us in Nutrition have secondary, per diem positions, they are not considered real positions by management; therefore we cannot have a review done as the contract outlines. I would like to make sure language about scheduling is more specific for those who have multiple positions, as well as I would also like to add wording about scheduling on the basis of seniority. It is important to have unity to win our issues."

Dawn Kleis, Assistant Cook



Labor Management Committee update

We are a committee comprised of bargaining unit caregivers and administration. We meet once a month to cover house-wide issues that affect all of us.

July's Meeting Agenda

1. Updates on COVID-19 safety protocols

- a. Face shields are required for staff performing specific functions.
- b. Visitors are not allowed unless someone needs a care partner for a specific reason.
- c. Testing is determined by the physician and is limited for symptomatic patients.
- d. High-risk accommodations are to be taken to Sedgwick for approval, not core leaders.
- e. Patient sitters should be fitted for PAPR hoods when working on COVID unit.
- f. We have proposed to create a standard protocol committee to include caregivers and management to discuss COVID-related issues on a regular basis.

2. Update on Lunch and Breaks, Bill 1155

- a. Folks should not be disciplined for not being able to take a break.
- b. How are breaks assigned? Nursing and Imaging units should have a sign-up sheet and tracked by your lead and manager.

3. Census of the hospital update

- a. The hospital is at capacity and census is higher than it was, though these departments have been using low census:
 - i. Nutrition
 - ii. EVS

4. Clarity on the new attendance policy

- a. Occurrences do not apply when protected leave is used (FMLA, short/long term disability, PTO safe sick, etc.)

Eligible for Unemployment Insurance?

Helpful tips to get your payments

Some of our coworkers who have had Unemployment Insurance claims accepted after a furlough or hours reduction have not received unemployment payments.

During the COVID-19 crisis, our Union legal team can help with Unemployment Insurance issues.

If we have not received our Unemployment Insurance payments after successfully applying, we can send an email to COVIDLegalAid@seiu1199nw.org with our name, employer and our preferred phone number, and our union legal team will be in touch.

The 1199NW legal team can also help us if our Unemployment Insurance claims are denied. Email COVIDLegalAid@seiu1199nw.org for assistance.

Not a member?

Or have a coworker that needs to sign a membership card?

Use the link <https://joinseiu1199nw.org> to sign or help someone sign a membership card. Members in good standing are eligible to vote on contract ratification, bargaining team selection, Executive Board and leadership, and solidarity actions.



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