

# Respect US, Protect US, Pay US

As frontline workers, we have worked tirelessly every day during this difficult time. Many of us have worked and continue to work short-staffed, and we pick up extra shifts to help with no incentive. It's important management hears us loud and clear—Respect US, Protect US, Pay US.

During our last few negotiations, management countered on mostly non-economic proposals. On our May 27 bargaining session, we did not even receive a wage proposal from management. We asked if they would be providing a full counter, including wages, during the next session, but they made no commitment other than a maybe. That is why we took action and stood in solidarity!

With the pressure from our action, management brought economics and wage proposals to the table to the next sessions, and even though we have made some progress at the table, we have not seen a greater commitment from management on wages. Tri-Cities' cost of living is higher than places like Yakima or Spokane—every year it increases along with housing costs, and many of us work two jobs just to make ends meet.

Our bargaining team has been working on proposals that help us move forward financially and improve our working conditions for our patients and families, but it will take our collective power to make our voices heard. It is time for Kadlec, with \$72 million in net profit for 2020 during the pandemic, to invest in those who take care of the community and are called heroes.

Join an action vote meeting to get an update from our team and to have a say in our next steps toward winning a great contract. Sign up for a vote time below!

<https://seiu1199nwvotes.org/kadlec-action-votes-2021/>

Thursday, June 24	9:30am-11:00am 11:30am-3:30pm 6-8pm	On Zoom or in person at the George Prout Pool/ Columbia Playfield parking lot (corner of Swift Blvd and Stevens Dr)
Friday, June 25	9:30am-11:00am 11:30am-3:30pm 6-8pm	On Zoom or in person at the George Prout Pool/ Columbia Playfield parking lot (corner of Swift Blvd and Stevens Dr)
Saturday, June 26	11am-4pm	In person — TBD



“Si, ya deberíamos de tener algo, un arreglo con nuestro equipo de negociaciones. Nosotros dependemos de este salario y es muy bajo, muy poco, porque ya vamos por la mitad del año y no se deciden en nada, solo nos tienen esperando y perdiendo tiempo. Este es nuestro tiempo. Cuando nosotros hemos estado aquí trabajando, Kadlec no están apoyando a nosotros los trabajadores esenciales. Cuando hemos estado, y estamos, en una crisis, en una pandemia, no tenemos suficientes empleados y el trabajo es muy pesado y estresante porque nos cargan trabajo acumulado por la falta de empleados.”

**Lilian Pacheco. EVS Tech**



“It’s simple — we are the eyes and ears for the nurses, we work just as hard, we all have families and lives outside of our job, some of us choose to stay in this profession because we don’t think of it as just a paycheck. We care ❤️ Imagine nurses without a CNA, they would never get their charting done, they would be doing all of the care on top of what they already do. We are essential and deserve to be paid for our donated time.”

**Pamela Peterson, Resource CNA**

“We are forced to work for less because we cannot afford to live on the wages we are provided. We pick up extra shifts because the shifts we have are not enough. This is not a question of willingness. It is a question of survival for us and our families. Since Kadlec is so amused by our desperation, ask them if they think putting food on the table for their own families is funny. Ask them if putting ourselves and the people we love at risk every single day we show up to serve our community is funny.”

**Mariah Mangione, EDT**



“After sitting through many bargaining sessions and fighting for a fair contract, Kadlec continues to fail in bringing counters that are fair. Their counters are divisive and unsupported—we need to be compensated for the work that we do. Kadlec should be the beacon of Central Washington. They can afford to, instead our co-workers are leaving to other hospitals who pay better and are recognized for their work. We, your bargaining team, have been working hard to make sure we have a contract that will recruit and retain the best workers for our patients, and we are at the point of needing to call an action vote and be prepared to call our community out to stand in unity with us. Sign up and make sure you come out to the vote! We need to stick together on this.”

**Becky Strode, Telemetry Tech**



Proposals	Union	Management
Living wages for everyone	<div>1. 16% across the board in the next 3 years, including retro from 1/1/21</div> <div>Year 1- 4%</div> <div>Year 2- 6%</div> <div>Year 3- 6%</div> <div>2. Fill in ghost steps at co-step %</div> <div>3. Caregivers on the top step receive \$1,000 on their anniversary on addition to ATB</div> <div>4. Move the following job titles up in pay grade:</div> <div>a. Radiologic tech from 18- 21</div> <div>b. OB tech-16</div> <div>c. CNA- 9</div> <div>d. ED Tech 1 &amp; 2-11</div> <div>5. Change assistant cook title to cook 1 and cook title to cook 2 for recognition in the industry doing more than just assisting. This would not affect economics.</div>	<div>1. 8% across the board in the next 4 years.</div> <div>No retro.</div> <div>After ratification:</div> <div>Year 1- 2.25%</div> <div>Year 2- 1.75%</div> <div>Year 3- 2%</div> <div>Year 4- 2%</div> <div>2. No</div> <div>3. No</div> <div>4. No longer open to discussions.</div> <div>a. NO</div> <div>b. NO</div> <div>c. Yes</div> <div>d. NO</div> <div>5. No. Change cook assistant to associate cook.</div>

Proposals	Union	Management
Bachelor/ Certification premium	6. Credited for bachelor’s and up to 2 credits.	6. NO
Credit for experience	7. Everyone will have the option to dispute if you believe you are not at the correct wage step and be moved to your full credit of years of experience. For those that completed the first audit process should move immediately after ratification.	7. Only caregivers who disputed their step placement following the current contract language will be placed correctly by 2023. Only caregivers hired between 3/8/19-12/31/19 who did not partake in the process can dispute their wage and get full credit by 2023. This would not be applicable to anyone else.
PTO	<p>- Less than 3 years- 170 PTO + 69 sick = 239 hours</p> <p>- 3-5 years- 194 PTO + 69 sick= 263 hours</p> <p>- 5-10 years- 210 PTO + 69 sick= 279 hours</p> <p>- 10-15 years- 234 PTO + 69 sick = 303 hours</p> <p>- 15+ years- 250 PTO+ 69 sick= 319 hours</p> <p>a.] Safe-sick hours exceeding 108 will have the option to cash out or roll over into PTO bank at the end of the year.</p>	<p>- NO</p> <p>a.] NO</p>
EVS tech position	8. Additional opportunities to advance in the EVS tech role, including being a part of the training fund, increase in pay through a certification, and having an impact on decisions for our working conditions of creation of home are assignments.	8. NO
Incentive shifts	9. Incentive to pick up shifts to help the department with short staffing, caregivers will be paid 1½ times the regular rate of pay + \$5 per hour over hours worked above your FTE	9. NO
COVID-19 MOU	<p>10. Protect our safe sick accrual by providing paid admin leave for any sort of quarantine that is required by Kadlec</p> <p>11. Hero Pay to recognize we are working in a pandemic</p> <p>12. Provide the Bright Horizon program emergency fund aging, if we have a mandated shut-down of childcare centers</p>	<p>10. Use PTO/EIB for the first 7 days of quarantine for community exposure unless you prove it is work-related</p> <p>11. No.</p> <p>12. No. Use PTO or EIB if you are not ill but need to stay home due to eldercare or daycare.</p>
Overtime	13. Bring back the grace period when clocking in and out	13. NO
Subcontracting	14. No subcontracting	14. NO
Low census	15. No mandatory low census pilot project	15. Movement but no agreement

Proposals	Union	Management
Education and training	16. Have access to the SEIU Multi Employer Training Fund to go back to school for free and create a more equitable workforce environment and lower barriers to our success	16. NO
Preceptor	17. A formation of a subcommittee in LMC to address parameters of preceptor programs which could include students, clinical and non-clinical. The parties would agree to meet on implementation.	17. NO. Only open forming a subcommittee in LMC but NO commitment to implementation.
Standby/call back	18. Volunteers will be sought first before it is mandatorily assigned	18. Movement but no agreement
Holdover premium	19. Extended to anyone required to stay past your shift in an emergent case will get paid the premium.  20. Anyone scheduled standby after a shift ends will automatically result in callback if required to stay	19. NO - take away current practice in OR and Cath lab  20. NO
7/70 work schedule	21. Protect our 7/70 and full-time status	21. Yes, in agreement
Callback LOU	22. Anyone over 1,100 of standby will be paid at the rate of \$4.50	22. Movement but no agreement
Upward progression	23. Anyone who moves job classes with a higher starting base with receive not less than 2% increase	23. Movement but no agreement
Nutrition Service staffing	24. 5 members from management and 5 members of the union will meet to discuss adequate staffing coverage and develop practice for folks with multiple positions.	24. Only 4 members from each party will meet to discuss options in adequate staffing. NO commitment to developing a practice for folks with multiple positions.
Holiday	25. Increase recognized holidays and include a personal holiday  26. If you your regular shift falls on a holiday you should have the opportunity to work	25. NO  26. NO
Equity and Inclusion	27. To make sure everyone has a voice, the parties will work together to develop practices of a more equitable workplace.	27. Movement but no agreement