

OUR UNITY MOVED MANAGEMENT ON RECRUITMENT AND RETENTION

Patient safety is essential to every member of our team. We do everything we can for the patients who trust us to make sure their room is disinfected correctly, have enough supplies to get cared for, have enough staffing support to help them during their time of need. Our stories of how short staffing and the increase in COVID

cases affect every department in the hospital pushed management to move on incentive and retention pay. This movement comes after 10 months of management being unwilling to consider these proposals—our voices and unity matter! We will continue to stand together in solidarity and fight to put great patient care first.

OUR VOICES IN BARGAINING



"I have worked at Kadlec for more than two years now and with 15 years of experience, I'm still only paid at 6 years of experience. It is overwhelming at times that we get 13 patients in our unit. Why should I have a license as a CNA and deal with heavy-care patients, be exposed to COVID patients and be paid less than at Walmart or McDonald's?"

-Salome Sharp, CNA Surgical Floor



"Providence has continued to devalue caregiver's time and efforts by not implementing fair, livable wages for all staff. Kadlec caregivers deserve recognition not only for their time spent at Kadlec and experience through correct step placement; but recognition and compensation for the additional amount of overtime many caregivers have worked to cover short staffing to maintain patient safety, and the personal risk all caregivers have taken on throughout the pandemic. Providence must start offering competitive benefits and wages to retain current and hire new skilled caregivers to maintain competitive and safe patient care in Tri-Cities."

-Kris S, EVS Tech



"I feel like Providence-Kadlec is failing the entire staff of our hospital. From the start of this pandemic, there has been fear among those of us front line workers in healthcare. When covid started, the shortage of staff was already happening. I and others have sat and held the hand of dying patients that could not have their family there when they passed because of COVID. This is heart and soul breaking. We are experiencing burnout, compassion fatigue, and quite frankly PTSD. We are tired of staffing shortages and tired of feeling like we are easy to replace. Taking care of your current staff with retention pay, hazard pay, correct wage step placement, PTO/sick time increases, and wages that account for certifications would help keep current staff. I believe it would also help in hiring new people who would want to come work for and stay with the company. It's time for Kadlec and providence to step up and take care of their staff, so we can provide safe and compassionate care to our patients."

-Janelle Swentik, ICU NAC/HUC



"I have worked in Kadlec ER for two years now. When I started this job, it was everything that I wanted. As time went on we lost more and more staff and then COVID hit. Never in a million years did I imagine I'd live and work through a pandemic. I also never imagined not being compensated properly for all of the things that we were and still are being put through. The biggest reason I left and went per diem is because of the pay. I really did love my job in the ER but when we have to work overtime all the time just to make enough money, I got burnt out so quickly on top of being short staffed every single shift. I was doing the job of two to three and sometimes even four people and still just making what one tech makes. It was hard to leave a job that I loved and would come back in a heartbeat if the money was there."

-Taylor Machiela, EDT



"Currently as an ED tech II I am making less today than I was 10 years ago as an ED tech at another Emergency Room. My concern is not only for adequate compensation but more importantly adequate staffing. We make our patients a promise each and every shift to care for them and each and every shift we continuously fail them, their families and our community.

I put myself and my family at risk every day. I would like to see this hospital function for half a day without the help of any ancillary staff—it wouldn't happen. All we are asking is that you staff us adequately and pay us fairly.."

-Trena McDowell, EDT



"Due to the pandemic we are encountering, a very scary and an unsafe staffing situation-- it is terrifying. I have never seen my co-workers so exhausted and safety at such risk. I always pick up shifts to help my coworkers when they are short, but coming in over the last two years and working as 3-4 techs due to the shortage I have never felt so unappreciated. My typical

shift is no breaks, no lunches, flying around to be everywhere in the department. Working harder, putting myself and my family at a higher risk. Patients are angry because we failing to provide Kadlec's mission. We never shut down, we were on the front line from the beginning because this is our passion, our career and we made a commitment and a promise to our community. We are fighting every day to keep our standards and mission that Kadlec holds. When is Kadlec going to fight for us and appreciate the hard-working team they have going for them and their proud name? It's time to recognize and compensate your staff that are there and have been dedicated to you."

-Leslie Breeze, EDT

UNION STATEMENT ON COVID VACCINE MANDATES:

As healthcare and behavioral health workers, we agree that the COVID vaccines are safe, effective and the best way to protect ourselves and our families from COVID-19. But as members of a union, we know that we have the right to bargain any change to our jobs.

When an employer issues a vaccine mandate, we will demand to bargain a COVID vaccine memorandum of understanding that details the conditions for vaccination, including time off for shots and side effects, and the procedure for medical or religious exemption.

We will not tolerate discrimination and we will demand racial equity. No worker should be made to wear stickers or other markings to show whether they are vaccinated. Vaccine information must be provided in the language spoken by workers.

We also know that while the vaccines are incredibly effective, they do not replace PPE or other infection control measures. We will continue to demand universal access to N95 masks and push employers to improve

ventilation in facilities where needed.

Members of SEIU Healthcare 1199NW have worked tirelessly to care for our patients and clients during the COVID-19 crisis. We've faced unprecedented challenges and continue to fight in our workplaces every day to ensure we have what we need to safely give the best possible care.

By continuing to stand together, we will win what we need to keep ourselves and our patients safe. To learn more about our demands, talk with your delegate or organizer.

Next important dates!

August 30, 8:30 am:
Negotiations with federal mediator

