

WE ARE FIRED UP AND READY TO WIN A FAIR CONTRACT

We are committed to making sure our families, our patients and our community are safe, but we are experiencing alarming difficulties retaining and recruiting staff to work. We know that when we take action, we win. The actions we've taken have moved management on some important issues, but we are still far apart on many others, that is why we need to show our unity to win a fair contract.

***Our bargaining team gave management notice
that we will be picketing this week.***

Wednesday, September 1

11:00am - 4:00pm

Rally at 4:00pm

"Today we ask for our community's support in helping us move forward in negotiations to an agreement that is fair for all. Please join us at our informational picket to let management know we will not stand for a contract that doesn't create a livable wage for our members and co-workers." **Sam Austin, CNA**



How to sign up to join the picket line:

1. Your bargaining team and delegates will have picket sign-up sheets until September 1.
2. Scan this QR code with your phone camera or visit <https://kadleheroes.org/picket>

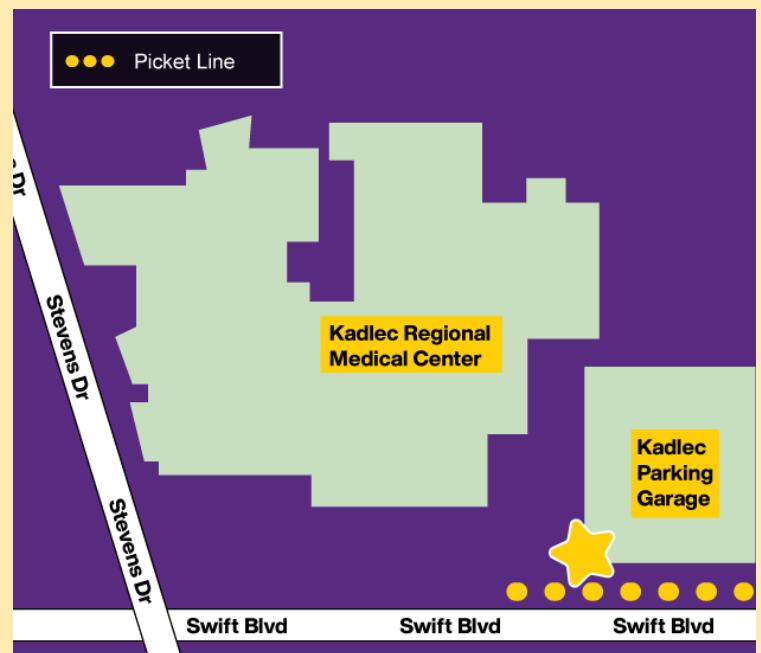


**I'm Picketing for
MY PATIENTS**

 **SEIUHealthcare**
United for Quality Care

Frequently Asked Questions

- What is an informational picket?
It looks like taking a unity break. That means employees who are off work come and join, or if you are working, you can join on your lunch or rest break.



- Can I bring friends and family?
Yes! This is a family fun event and anyone is allowed to come.

- Will food be provided?
Yes, we will have food, sweets, and refreshments throughout the day.

- Can I be disciplined for participating?
NO! Your right to picket on the allotted time is protected under federal law.

If you feel like you are being targeted or surveilled for picketing, please contact a union delegate or an organizer as soon as possible. An injury to one is an injury to all.

Our local supporters!

These local businesses are standing with us as we fight for a fair contract and have placed our sign "Kadlec, Honor your HEROES" in their establishment.



Amethyst Creamery

Parkway Tattoo and Piercing

Richland Bell Furniture

AmeriTax and Accounting

Legacy

Frost Me Sweet Bakery

D. Lynne's Boutique

Casa Mia

The Vaccine Mandate

Because we have a union, we have a voice in how the vaccine mandate impacts us.

On August 9, the state of Washington made it mandatory for all healthcare workers to become fully vaccinated against COVID-19. As healthcare 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 changes to our jobs. We have had an initial meeting with management, as we bargain the impacts of the vaccine mandate at each of our work locations we will use the following values to guide us in those conversations.



Our Values as a Union

- Every worker deserves a safe workplace.
- As union members, we have the right to bargain this change in working conditions.
- We trust science and understand that the vaccine is an important component to getting the pandemic under control.
- We will not tolerate discrimination of any kind. Vaccine information and access must be made available in workers' preferred languages. No worker will be made to wear a sticker or button that shows vaccination status.
- While vaccines are incredibly effective, they do not replace adequate and safe PPE and safe ventilation in our workplaces.
- Getting the vaccine must be as accessible as possible, including offering them on work time and paid time off for side effects.
- Employers must maintain safe staffing levels by doing everything in their power to staff to patient census while minimizing use of mandatory overtime: offering overtime, incentive shifts, referral and hiring bonuses, and utilizing travelers and agency workers.

Important dates to be fully vaccinated by October 18

Vaccine	Series dose requirement	First dose no later than	Second dose
Pfizer	2 doses, 21 days apart	09/13/21	10/04/21
Moderna	2 doses, 28 days apart	09/06/21	10/04/21
Janssen/J&J	Single dose	10/04/21	N/A