

Moving Forward for a Strong Voice at Kadlec FSED

Forming our union is the best way for us to gain a stronger voice at Kadlec FSED for the decisions that affect us, our patients, and our community. We're uniting with our coworkers at Kadlec Regional Center to improve our jobs and the quality of care we give.

That's why a supermajority of us have chosen to join with our coworkers at SEIU Healthcare 1199NW.

We took our first step towards officially being part of the union by filing our confidential authorization petition with the National Labor Relations Board (NLRB).

A delegation of our organizing committee respectfully delivered a positive message to Kadlec Regional Medical Center administration calling on them to recognize our choice to join the union. We asked them to work with us and the NLRB to ensure a fair process that doesn't waste additional valuable resources fighting our interest in joining the union. (See our full statement on the back.)

"We are here because we respect and care about our coworkers as well as our patients. We want to continue to work to build trusting relationships and provide the best care possible to our patients. It's difficult to do that when we don't have a voice in our organization we support from a union where we have a seat at the table." - **Sally Skerbtz, DI**



"I am excited and honored to be a part of this moment we are having. Tuesday morning we took our first big step in forming our union. This is our action, our way of being the positive changes we want to see." - **Eneida Hernandez, Patient Access Rep**



"Tuesday was a great day! We met with administration to let them know publicly that we are forming our union and ask them to respect our decision. I look forward to being able to talk openly about the union with my coworkers!" - **Thelma Hedrick, DI**



Q: What is SEIU Healthcare 1199NW?

A: SEIU Healthcare 1199NW is over 30,000 healthcare workers, including at Kadlec Regional Center, united across Washington State. We stand together to advocate for quality care and for good jobs.

Q: How much are dues?

A: Dues are 1.8% or \$18 for every \$1000 we earn, with a cap of \$90 a month for members earning over \$60,000/year. We will not pay dues until **after** our first contract is negotiated and members approve and ratify our contract and raises.

Dues are used to support our union organization through assistance in organizing, negotiating, representation, legal, research, policy and advocacy work for our contract and union organization at Kadlec FSED and our larger union.

Q: I have a good relationship with my manager. Can I keep that relationship?

A: Managers and staff at union hospitals and clinics talk, work together, and have open, direct and supportive conversations on a daily basis. The union will be our organization, not a third party. We will decide what our priorities are and what we want to work with management to address.

A Call for Respect and Quality Patient Care

We the dedicated employees at Kadlec Regional Medical Center Freestanding Emergency Department are becoming a union with SEIU Healthcare 1199NW. Today we file our petition for union recognition with the National Labor Relations Board, with a supermajority of support.

We are enormously proud of the contributions made to our community through our work at Kadlec Regional Medical Center Freestanding Emergency Department. As Kadlec employees, we are committed to ensuring the highest quality of patient care. We are joining together in a union to have a greater voice in our future, and the ability to advocate for our patients, quality care and services.

We ask that you recognize our union and honor our democratic right to become a union so we can move forward in a collaborative way. We want a process to form our union that respects the supermajority of our co-workers support in forming a union, allowing us to do so in way that minimizes tension.

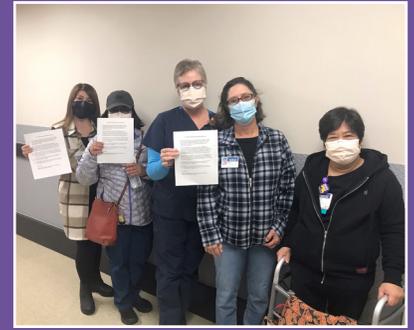
We ask for no management interference in our choice including no use of costly delays, management anti-union consultants, or intimidating anti-union meetings.

We appreciate your time today and hope that we can come to a commonsense agreement that recognizes our union. We welcome your response today or by the 11th.

Respectfully,

Kadlec Regional Medical Center Freestanding Emergency Department Organizing Committee

Our Union Delegation to Administration



Welcome!

"I'm so excited to be welcoming you to SEIU Healthcare 1199NW. As a proud union member and executive board member I can assure you that being part of an organization where we can make our voice heard in the workplace is a great thing. At Kadlec Main, we can advocate for ourselves, our coworkers, and our patients. We have rights. The right to fair treatment and an opportunity to problem solve issues at work. We are stronger when we stand together! On behalf of the over 30,000 members of SEIU Healthcare 1199NW, congratulations on making this decision." - **Ethel Pham, EDT**



NEXT STEPS



Show your support!
Speaking or showing support for our union is our protected right! Opportunities to show our unity and union pride coming soon.



Stay Tuned.
Our election date will be set soon by the National Labor Relations Board.



Get Involved!
Reach out to an Organizing Committee member or organizer to attend an upcoming planning meeting.



Questions?
Talk to an Organizing Committee member, if you have any questions about the process or what our union will mean.