

Hey Kadlec: Don't Let Us Fall Behind!

CNAs Needed a Raise & Won!

A couple months ago, we raised the issue to management that CNAs needed a raise. We are excited that management heard the struggles we were facing with our workload, recruitment and retention, and wages. The market adjustment from grade 9 to grade 12 on the wage scale has been a huge benefit to our recruitment and retention.

For those of us who have been here, we received a 17.5% increase! And for our new coworkers who just started working with us, we're happy to see you be paid a competitive wage. Due to increased wages, there is less turnover and better morale for CNAs. However, the amount of work never seems to stop increasing. We still need more staff than we have now in order to not feel overworked. We are hopeful that with the passage of the Washington Safe and Healthy bill, CNAs will gain a seat on the staffing committee, where we will be able to push for better patient ratios. Check this out ↓

An Amended Version of Our Safe Staffing Bill Has Been Passed by the State Senate!

SB 5236 Now Heads to the State House We are working with legislative partners this legislative session to pass strong, enforceable staffing standards to protect worker and patient safety. The amended version of the bill that was passed by the Senate would implement staffing standards as a potential corrective action for hospitals that do not comply with their staffing plans. While this compromise version presents a different path to staffing standards than how it was written in the original bill, the current bill makes real progress toward enforcement of safer staffing and addressing burnout. The staffing bill version that passed the Senate:

- Strengthens accountability to staffing plans, with set staffing standards as a potential corrective action if hospitals are out of compliance
- Expands staffing committees and plans to include CNAs
- Expands meal and rest break laws to include all frontline staff and ensures hospitals follow the law
- Closes loopholes to make mandatory overtime laws fully enforceable
- Funds the WA State Institute for Public Policy to conduct a study of existing staffing plans

Send a message to urge your House representatives to support safe staffing and thank Senators who voted YES on SB 5236



1199nw.org/wasafeandhealthy



"We are glad to now have a competitive wage for CNAs but we are struggling with staffing needs. We rely heavily on support from RNs and sometimes that is not available. We need more CNAs so we can provide the best patient care possible, and one of the best ways we can achieve that is by winning a seat at the staffing committee table."

– Mona Chalmers, CNA, 6RP



"I was a CNA at Kadlec for years and opted to transfer to an ED Tech role so I could get a higher wage at grade 12. I'm so happy that my CNA coworkers are now on grade 12. For me personally, being paid at grade 12 has made a huge difference in my life. Prior to the pay increase, I was struggling to pay rent and barely got a chance to see my toddler because of how many extra shifts and extra jobs were needed just to cover basic living expenses."

– Tatianna Cardenas, ED Tech, Surgical Unit

Senior CNA Implementation

We are also excited for the new Senior CNA role. This role is meant to serve as a career ladder for CNAs. As management explains: "We designed the Senior CNA as an opportunity for career development and advancement for caregivers living our mission, vision, and values."

The criteria to become a Senior CNA is outlined below. If interested, speak with your manager about what steps you need to take.

Has been a Kadlec caregiver for 3 years and in good standing (no discipline) over last 6 months

- ★ Be regularly assigned as primary preceptor
- ★ Has completed education and competency for removal of urinary catheters
- ★ Has completed education and competency for removal of intravenous catheters
- ★ Meets Standards of Excellence
- ★ Meets Standards of Reliability

Short Staffing and Constant Turnover is not Sustainable for EVS

Wages for EVS have not remained competitive at Kadlec. We came together to take action for a wage increase – we know that to provide the best working conditions for our coworkers at the bedside, we need to be able to take care of ourselves first and foremost, otherwise patient care suffers. Many of us in EVS are struggling to pay bills due to the ever-increasing inflation: gas, groceries, and rent continue to cost more and more. We signed a petition calling on Kadlec to engage in discussions around wages, specifically to achieve the goal of a market adjustment. We marched on the boss twice to deliver our petition. We took our petition and concerns to a Labor-Management Committee meeting, where we shared personal and vulnerable stories of how the low wages at Kadlec impact our livelihoods.

However, Kadlec management has refused to engage us in any discussion. This makes us feel under-valued and like we are not important enough. We have been told that Kadlec cannot adjust the wages outside of bargaining – but we know that’s not true: we are the union and we are calling on Kadlec to engage us in a market adjustment. The only reason Kadlec is refusing to engage us is because they simply do not want to pay us more.

How much turnover will it take to get management’s attention? Our turnover rate in EVS is glaring: our retention is so dismal. We are constantly training new staff just to see them leave when they realize Target or Taco Bell pays more for less strenuous work. Many of us thought Kadlec would be a prestigious place to work, but now, many of us are not proud to say we work here. We know Kadlec can do better for EVS & we hope Kadlec can show us that we are valued.



“The low wages currently paid to Kadlec housekeepers can’t buy the most basic necessities, barring us from making the simplest of life choices because we expend most of our energy just trying to survive. The low wages mean that not enough people are willing to work here to cover the amount of labor needed. Managers who tell us to work harder cannot close that gap. The only way out of low staffing is through raising our wages.”

– **Deckard, Housekeeper**

“Going back to school to advance my career is not an option because I’d have to pay for some classes out of pocket before I would be eligible for assistance. Right now, all my income goes towards bills and with the current low wages, I cannot fully pay all of my bills without help. I would prefer to stay at Kadlec but I am not sure it is a sustainable option for me.”

– **Celeste Abdi, Housekeeper**



“We had a department meeting with management and they kept telling us how important it is for us to not get burnt out because the hospital wants to increase the number of beds available for new patients. They asked how they could help outside of increasing wages – but we all know it comes down to wages. Better pay = more people applying; better pay = more people staying; better pay = better quality of life. It’s simple! Paying us a livable wage would help the department in every way.”

– **Suu Saan, Housekeeper**

Kadlec RTs are running out of breath!

As Respiratory Therapists, we are often called to perform life saving procedures. We are critical to the hospital's overall ability to provide quality safe patient care. However, our ability to provide such care has been impacted over the last couple years due to various factors. Namely, our staffing has suffered greatly due to our current wages. We are currently the lowest paid RTs in the state of Washington – it's no wonder we have very few applicants. We train students just to say good-bye when it comes time for them to officially apply for a position – they do not want to work at Kadlec. They can work at another hospital for better pay and better staffing conditions. We simply cannot attract RTs to Kadlec with our current wages. The issue of staffing poses a threat to patient safety – if one of us falls ill and calls out, there might only be 2 RTs available for the entire hospital. We cannot expect this situation to change on its own. We are approved for 27 FTEs, but only have 15 FTEs filled. Clearly, we need management to come to the table to work with us to improve this reality!

As a group, we are taking action to highlight these concerns for management. We know our immediate leaders do not have the ability to change things instantly, so we took our concerns to the Labor-Management Committee. We provided as much context as possible and are hopeful management has an interest in continuing the conversation we started. We marched on the boss to deliver our petition which calls on Kadlec to engage us in a market adjustment discussion. We know the Providence-Swedish RTs received a 21% increase in their economic wage reopener. We know the CNAs received a market adjustment. We know, as the union, that we have the power to demand this and that it may happen outside of the formal bargaining timeframe. We want to make Kadlec a desirable place to work for RTs.



“After working at Kadlec for 40 years, we have the same amount of full-time employees that we had when I started working here in 1982 – even though the size of the hospital has tripled! Our wage scale is one of the lowest in the state and with the workload we are forced to have we cannot attract new hires and instead are relying on travelers. However, we are wasting so much money on travelers that should be invested into permanent staff!”
– **Kathy Andrews, Respiratory Therapist**



“We need to actually have competitive wages – NOT be at the bottom! Being at the bottom wage in the state makes us feel disregarded and devalued. The work we do, skills we bring, and expertise we provide as RTs must be recognized. When hospitals transfer patients to us, they report it as a “transfer for a higher level of care.” Management should not get away with comparing us to Prosser or Lourdes – we are the ones providing a higher level of care for the region, yet we make the very least.”
– **Terri Wilder, Respiratory Therapist**

Monthly Meetings and Workshop Announcements:

Our monthly meetings for March and April will be drop-in style in the Ringold Room! Swing by to “talk shop” with your delegates and organizer. Light snacks will be available!

Friday
31
MARCH | Time:
1 - 3pm

Friday
21
APRIL | Time:
10 -12pm
3 - 6 pm

Do you want to know how to better use your contract at work? Sign up to learn how to effectively read your contract to answer questions you or your coworkers may have! This meeting will happen on April 21 and is 30 minutes. There will be two time slots: 12:30-1pm and 6:30-7pm.

Friday
21
APRIL | Time:
12:30 - 1pm
6:30 - 7pm

RSVP is required, please text Tori @ 425-919-8895: send your name, department, and preferred time.

Bargaining is on the radar!

Our contract will be expiring at the end of this year and we will be bargaining our third contract as a union. We know that when we stand together to advocate for each other’s needs across departments, we achieve even greater wins than we would have achieved alone. We are stronger together! Over the next couple of months, start thinking about who you would want to represent your unit at the bargaining table. Start talking with your coworkers about what you think would make Kadlec an even better place to work. Talk to family or friends who work at other hospitals – are there benefits they have that you do not? Let’s work together to win an amazing contract that supports all of us! If you want to get involved, reach out to your delegate and/or organizer.

