

We are Sticking Together to Bargain a Strong Addendum!

After two bargaining sessions with Kadlec management, we still have a lot of work to do. We have requested information that is crucial to us bargaining a good deal – but management has been slow to fulfill the request. However, we are still working diligently and recognizing that management often uses tactics of delay in hopes to dissuade and demoralize us. As the union, we will stand together and advocate for all of us. We will not leave anyone behind. From EVS to Ultrasound to Patient Access to Ed Techs to CT and beyond, we will bargain an addendum that supports all of us and makes us proud to work at Providence-Kadlec FSED. We will not be swayed by management’s tactics of division – we know we are stronger together.

Your Bargaining Team



Thelma Hedrick, DI



Sally Skerbtz, DI



Eneida Hernandez, Patient Access Rep



Proposals currently on the table:

Pay Scales – We are still waiting for further information from management with regard to this – we are hopeful we will migrate everyone onto the existing scales, but we are still determining some details.

Scale Placement – How we are placed on the wage scale is important and we need to make sure we are properly credited for all our years of experience in our roles.

Job Descriptions – We are struggling with management to understand how they want to classify those of us in DI. We do the job of various techs and need to make sure management fully understands what that means.

Modality Premiums – For those of us who wear multiple hats, we feel it is paramount that we are recognized for this work, and therefore are seeking a premium for those of us taking on multiple roles within the ED.

Certifications – While some of us received a payout through the mitigation case, some of us did not, so we want to make sure that anyone who did not receive a bonus in lieu of cert pay receives cert pay as per the current contract.

FSED has an easier workload than the Main..... WHAT?!

Management does not believe that the FSED takes on a similar workload as compared to the hospital. We know that is untrue: when we work at the FSED, it is busy, and we are always short-staffed. While our facility might not allow for the same number of patients as the main hospital, we are bursting at the seams with patients, relative to our facility’s capacity. We admitted 44,000 patients last year and this year are projected to exceed that. Our workload has increased, our staffing has dwindled, and now management is saying we don’t work that hard! Can you believe that?!

Given that management does not understand the workload of our shifts, we need to remind them just how much we do in our roles. Just because we work at FSED does not mean our job is any easier than our coworkers at the main hospital.

Your bargaining team is recommending we write brief statements on notecards about how much work you do and how it feels to be told you don’t work hard. **Connect with Thelma, Sally, or Eneida to give them your notecard so we can share with management the truth about all the hard work we do!**

