



A Legacy of Unity, Strength, and Workplace Standards at Kadlec

Investing in our strength as a union is the only way to continue to take on profit-driven healthcare systems like and the executives who run them, to keep standards high, and to ensure we're a union where every member belongs and thrives.

In 2017, 855 healthcare workers at Kadlec voted to join 1199NW to form a combined Service and Tech healthcare union. Before joining, there was no commitment to staffing, mandatory weekend work, cuts to PTO accruals, and coworkers leaving left and right for better paying jobs. By sticking together in our unity and taking action together, we have improved our working conditions, and changed Kadlec for the better leading to higher quality care.

▶▶ The union difference at Kadlec

We've shown our unity by wearing union badge pulleys, purple icing cookies, billboard ads, marches on the boss, wearing stickers, signing onto a petition on our key issues and marching on administration, spoken to the community for safe patient care, and even voted yes to authorize a strike if needed. We've shown our unity by wearing union badge pulleys, celebrating with purple icing cookies, placing billboard ads, marching on the boss, wearing stickers, signing onto a petition on our key issues and marching on administration, speaking to the community for safe patient care, and even voting yes to authorize a strike if needed.

Some things we've won through our unity and actions:

- ✓ 18.25% across the board raises in our first 2 contracts
- ✓ Maintained and improved many premiums
- ✓ Access to the SEIU Multi-Employer Training Fund as well as paid education days
- ✓ Union shop
- ✓ Wage scales that recognize our years of service

As we continue to push for higher standards, equity and inclusion work is critical. We will continue to grow and make sure racial justice is centered and everyone feels they belong!



"My life has been different since we formed our union at Kadlec because we have changed the way things work for the better. I've had better raises since we formed our union. Before becoming union our bosses could pick and choose who received increases - now everyone receives raises based on our contract. I have also been able to utilize great resources, like the Training Fund, through our union. We also have the ability to effectively partner and resolve issues with management through our Labor-Management Committee - before the union we just had to agree to what management wanted, but now we have a say in our workplace." – **Billy Haley, EP**

Technologist

"Having a union means having a voice in things like our EIB and other decisions that we have had no say in without a union. We needed the ability to do our jobs at work and be able to stay home and take care of our loved ones when they need us to." – **Suzanne Morrell, CT Technologist**





“Going to the Delegate and Leadership Assembly was a great experience. I met leaders from across the state and Montana who are in this for the same thing - racial, economic and social justice! The more I learn about inequalities the more I notice them, but it is our job as a union to identify these injustices and fight for equity for all.” – **Mona Chalmers, 6RP CNA**



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