

What is Belonging?

“Belonging means more than just being seen. Belonging entails having a meaningful voice and the opportunity to participate in the design of social and cultural structures. Belonging means having the right to contribute to, and make demands on, society and political institutions. Belonging is more than just feeling included. In a legitimate democracy, belonging means that your well-being is considered and your ability to design and give meaning to its structures and institutions is realized.”
John A. Powell, UC Berkeley, Othering and Belonging Institute



“It’s time that workers, regardless of where they come from, their background or ethnicity, know they are a valued employee. With a culture of belonging, we can come into Kadlec and not fear judgment and give our patients all we can and not be afraid to be our true selves. It makes us open for growth and other ways of thinking and we will all do better.”
-Ethel Pham, ER

Stay Connected!

Our next bargaining sessions are February 8 and 22

Thursday
8
 FEBRUARY

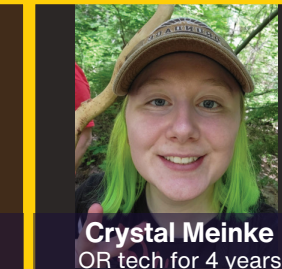
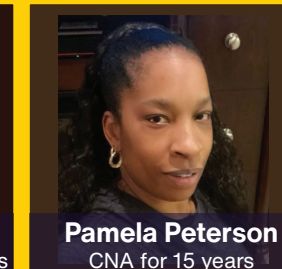
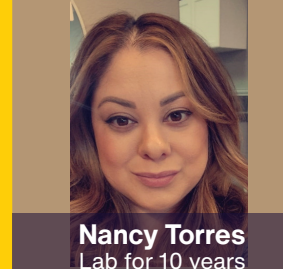
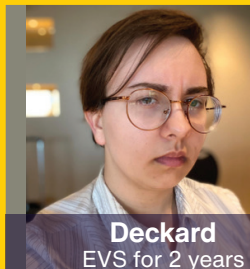
Thursday
22
 FEBRUARY

We are Kadlec, Providence Invest in us!

I Mi smo Kadlec, Providence vrijeme je da investirate I u nas!
Nosotros Somos Kadlec, Providence. Es tiempo de Invertir en Nosotros!!
Kami ay Kadlec. Providence, oras niyo na para mangako sa amin.



We are Kadlec



Our bargaining team represents all of us who work at Kadlec. Without any one of us, Kadlec would not be able to provide quality care to our community. High staff turnover hurts all of us – our patients, our coworkers, and administration. At our fourth bargaining session we brought proposals that would help to retain us, recruit skilled staff and ensure that patients get quality care. We delivered a message that it’s time to invest in us here at Kadlec! This year we are marking a 10-year merger with Providence and it’s time for us to start being treated with equity, respect and dignity. Our bargaining team presented proposals that showed management what it would take to invest in us and show us that they are willing to treat us equitably, with respect and create a culture of belonging.

See inside for the details of the proposals we’ve delivered.



Our Wage Proposal:

We proposed wages that acknowledge the importance of the work that each of us does to ensure that Kadlec can provide the care our patients need.

Year 1: A new wage scale that mirrors Swedish Medical Center. We do the same work, get the same reimbursement for the care we give our patients, yet we are paid less. Why is that?

Year 2 and Year 3: Across the board wages that are equitable and fair for everyone. This would mean meaningful wage increases for everyone whether that is a percentage increase or a dollar amount increase.



"I'm so proud that we have proposed wages that are equitable to Swedish. We do the same job and as they do, and we are all Providence. We are all one and it is our time for equity and respect." -**Thelma Hedrick, Free Standing ED**

Staffing:

- ✓ Proposed break relief and maximum patient assignment for days/evening and nights
- ✓ Incentive shifts for all, meaning double time for any open shift after the schedule is posted, double time for not meeting staffing requirements as Kadlec told DOH they would, and double time for when we have open vacant positions that have been posted and until a new hire passes their 3-month mark



"Safe staffing is very important to us as CNAs. We treat our patients like our family members, because everyone deserves dignity in healthcare. We would like to have a commitment to safe staffing when taking care of patients. Providence should fulfill our needs as we go through this contract. We are all united to win safe staffing." - **Pamela Peterson, Resource CNA**

Protection from Collections:

- ✓ Sliding scale so our bills are discounted for us and our dependents
- ✓ Reasonable payment plan set with mutual agreement from us and Providence

"We offer flexible reasonable payment plans for our patients and being given the same opportunity for employees is needed. We work hard and want to work with our employer to figure out the best payment plans when we get sick or injured and this causes financial hardship. We need to be treated with respect and dignity and not sent to collections" -**Mari Beth Mayfield, ER Patient Access**



Medical Plan Assistance:

- ✓ Those of us that make less than or equal to 400% of Federal Poverty Levels should have our premiums eliminated or reduced

Protections for Workplace Injury:

- ✓ Job protection for 6 months
- ✓ Management supplements our time loss benefits with paid admin leave so that we can have full paychecks
- ✓ Ability to transition back to work when we are ready, doing any available work that meets our accommodations requirements

Building a Culture of Belonging:

We're united for a Kadlec where we all feel like we belong and are accepted as valuable and important members of our Kadlec community. No matter our differences, most of us want the same things. We want to be able to provide for our families, have security through the hard times, and be the best we can be in every patient interaction.

Whether we are white, Black, or brown, we all deserve to be treated the same at work. Some of us are treated differently, supervised more closely, given less opportunity than others or made to feel like we don't belong. What this hides from us is how much we have in common and that these differences are used as a way to divide us against each other. When we all feel like we can bring our full selves into our workplace we will also provide the best quality patient care.

Over the past two years, it has been our experience that the Kadlec's commitment to safety and belonging for everyone is surface-level. To truly change the systems of oppression at Kadlec that make some of us feel like we don't belong we need decision-making power as workers and union members. Administration and HR already exercise power at Kadlec. Culture change must be directed by us as workers.

We need a workplace that respects and values all of us. When some of us are treated differently based on the color of our skin, our gender, our sexual orientation, or other identities we hold, it impacts us, our patients, and perpetuates systemic discrimination. This is all of our struggle and in order for us to win on issues like safe staffing or higher wages, we have to stand together across the differences that are usually used to divide us against each other. It is time for all of us to take an active role to ensure we build a relationship with Kadlec based in trust, transparency, addresses equity, inclusion, belonging and systemic oppressions that exist both within and outside of Kadlec. We proposed important ways for us to feel belonging at work including restroom equity, religious accommodations, protections from Immigration Customs Enforcement, support for breastfeeding mothers, protections against harassment and sexual harassment specifically, language protection, and inclement weather.



Our Labor Management Committee Proposal on Organizational Equity and Inclusion Includes:

- ✓ Outside facilitation to bring experiences from other organizations and counteract the power imbalance between administration and workers
- ✓ Dedicated time and caucus time to ensure that the work it takes to build a new culture at Kadlec is prioritized
- ✓ Building workplans for labor management committee that includes real equity and inclusion work including reviewing Kadlec policies, Standards of Excellence, alternative holidays, and support for delegates and managers for responding to discrimination and harassment claims.