

WE ARE CALLING ON PROVIDENCE TO RESPECT US, PROTECT US AND PAY US!

Providence showed their true colors in bargaining last week on the 8th: they are currently not willing to invest in us the same way they do for other Providence workers. Our bargaining team sent a powerful message to management that we are united. We will win the wages and contract that we deserve by standing united!

Our next bargaining session is February 22.


OUR BARGAINING VISION STATEMENT REMAINS THE SAME

As Kadlec caregivers, no matter who we are or what job we do, we all work hard for Kadlec to be the best it can be. We want to foster a culture of belonging, longevity, equity, and pride. We are bargaining for Providence to uphold our mission and overcome the challenges we face every day. A good contract will help us to achieve this by ensuring that we all feel valued and see investment in wages that respect us no matter where we work in the Providence system.

WE DELIVERED PROPOSALS THAT WILL MEET OUR CALL FOR RESPECT, PROTECTION, AND PAY

We know that the work we do as caregivers at Kadlec is no different than the work caregivers do at Providence Swedish and that Providence charges the same costs for services at all their hospitals across Washington state. We know the quality of work is the same. We know the cost of the services we provide is the same for patients. So why does Providence think it is ok to pay us less for the same work and pocket the difference? Providence has benefitted from a discount for too long – it's time Providence equitably pay their Kadlec caregivers all the same as Swedish caregivers!

OUR PROPOSALS AND PROVIDENCE'S CURRENT RESPONSES

Issue	Management	Union
Pay bargaining team for our time negotiating our contract	NO	Our bargaining team is working hard to make sure that Kadlec is the best place to work and receive care. If Kadlec wants to be successful, we need to be paid for bargaining and not be forced to exhaust our PTO.
A new wage scale that mirrors the investment that Providence has made in Providence Swedish workers doing the same job	NO Proposed a wage scale that starts some workers at the state minimum wage	 <p>“It was hurtful to Providence’s wage proposal. It confirms that we are not valued as contributors to Providence success and profitability. For them we are not worth spending money on, even though we give all our best in serving our patients. No one working in Providence hospitals, the biggest health-care conglomerate should be earning minimum wage.”</p> <p>- Ethel Pham ED Tech</p>

<p>Increase our shift differentials for evening, nights, and weekends to remain competitive in the market</p>	<p>NO</p>	<p>We know that caregivers working these different shifts deserve to receive extra compensation for taking on shifts that take away from spending normal hours with family and friends.</p>
<p>Lead premium be changed from a percentage to a dollar amount</p>	<p>TAKE AWAY Agree to change to a dollar amount but it will be less for many Leads than the 3% they currently get</p>	<p>A lead premium pay cut is unacceptable!</p>
<p>Year for year credit for past experience</p>	<p>Only for people hired before March 2019</p>	<p>Many of us were not awarded credit for experience we provided to Providence at Kadlec. We need to fix this issue for current workers as well as anyone hired under the terms of this agreement and have a process for escalation to make sure everyone gets credit for their experience.</p>
<p>Increases to PTO accruals</p>	<p>NO</p>	<p>We need more time to be able to help cover days when we are sick, when we need to decompress, when we need to spend time with loved ones, or when we want to go on vacation.</p>
<p>Allow accrued PTO to be cashed out</p>	<p>NO</p>	<p>Prior to Providence buying Kadlec, we were able to cash out our PTO. We earned it, why should we not be able to cash it out if we want?</p>
<p>Minimum staffing standards including dedicated break relief for CNAs and ED Techs</p>	<p>NO</p>	<p>We proposed language to protect our staffing needs and to meet state requirements; we also proposed ratios for break relief so that we all can take our much-needed breaks</p>
<p>Inclusion in the Hospital Staffing Committee and a voice in staffing</p>	<p>Agree with legal participation but no to anything above legal requirements.</p> <div data-bbox="581 1661 1044 1959" style="border: 2px solid purple; padding: 5px; margin-top: 10px;"> <p>Providence only wants to agree to there being a staffing committee, but will not commit to what happens in that committee; Providence agrees breaks are important but will not agree to our proposal for how to make sure we get our breaks</p> </div>	<p>YES</p>

<p>Medical Plan Assistance Plan</p>	<p>NO Providence says it is easy to find this information. If that's the case, what's the harm including it in the contract so it is easily accessible?</p>	<p>It is crucial for all employees to know how to handle medical costs should assistance be necessary</p>
<p>Sexual Harassment</p>	<p>NOT INTERESTED Providence does not think putting language in the contract to help protect workers from any type of harassment is needed because there are laws that provide that and they would abide by them. If that's the case, what is the harm in reinforcing support to follow such laws by including this in the contract?</p>	<p>We proposed to incorporate language to protect us from sexual harassment and harassment in general.</p>
<p>Incentive Shifts</p>	<p>NO Providence provides Kadlec RNs with incentive pay for picking up extra shifts, why not us?</p>	<p>We know how important it is to offer an incentive shift to help cover gaps in staffing and prevent short staffing issues.</p>
<p>Lactation Breaks</p>	<p>NO Will follow the law but not include anything in the contract. Providence only wants to provide the most minimum of state requirements. They do not want to provide specific safe and clean spaces, nor provide pump and milk storage, nor have to notify employees of where these resources would be available!</p>	<p>We proposed language to provide parents with a safe, quiet and clean safe to breastfeed and more.</p>
<p>Inclement Weather and Natural Disasters</p>	<p>NO Providence believes there is already a policy in place to address this. If that's the case why not propose incorporating that policy into the contract so that workers have clear protection in writing?</p>	<p>We want to make sure we are not disciplined if inclement weather prevents our safe travel to work.</p>
<p>No discipline or retaliation for speaking in your language</p>	<p>NO</p>	<p>Speaking with coworkers in any language you speak should be protected and you should not get in trouble for this.</p>
<p>Occupation Injury/Illness</p>	<p>NO</p>	<p>We believe workers who are hurt on the job should be provided with job protection and also greater ability to return to work with accommodations.</p>



“Providence’s offer showed that they think conditions at Kadlec are good enough already. We won’t settle for that; we deserve conditions and pay that are just as good as what everyone else in the Providence network already has.”

– Deckard, SPD

TAKING ACTION TO STRENGTHEN OUR UNION!

We are taking serious steps to increase our union’s strength and power by changing our by-laws. Many of us have signed the petition to vote YES for these changes. **We will be officially voting on these changes on February 27 from 12-2pm and 6-8pm in the Ringold Conference Room.** We are excited to show Providence that we are strong and united: showing up to vote will show Providence leadership that we are ready to take the actions needed to win a fair contract. If you have any questions, reach out to your delegate or bargaining team member!

WE ARE ALL PROVIDENCE! KADLEC AND THE TRI-CITIES COMMUNITY DESERVE TO BE INVESTED IN TOO.

#STRONGERTOGETHER

