



# We are the **UNION**

**Providence Kadlec: The choice to pay us fairly is yours!**

**4** days left for  
Kadlec to  
do the right thing



As healthcare workers, the choice to strike is ours. This is about unity. **ALL** of us walking out gives Providence a strong message that we are united and ensures we can win the best contract. When we authorized our bargaining team in May to call for strike if needed, we trusted them to make a call that is best for all of us. Making a decision to strike was not taken lightly – we have given management the opportunity time and time again to bargain with us in good faith and invest in us so that we have livable wages that recruit and retain. We are Providence Kadlec, we do the same work, we deserve the same pay.

## Our union has **ZERO** tolerance for bullying

- ⇒ If you are feeling bullied by management, singled out, or retaliated against, please report it to your union representative, delegate or bargaining team member.
- ⇒ If you are an 1199NW member, grandfathered, fee payer, religious objector, full time, part time, or new employee and choose to strike, you can disregard Providence's email. If you choose to strike, all you need to do is not go to work, you do not need to report to work or check in with Providence.
- ⇒ Together as a union, we served Providence a 10-day notice to hold an unfair labor practice strike and that is the only obligation we have. You do not need to tell Providence that you are intending to strike and if asked by management you can decline to answer.
- ⇒ Providence will have replacement workers covering our work for the duration of the strike. We have already told management that we are planning on returning to work for our scheduled shift on **August 27**. Just as a reminder, this is an unfair labor practice strike, meaning management's lack of good faith both at and away from the bargaining table has driven us to this point. ULP strikers are protected from permanent replacement.



# Why I'm striking



"I've been a CNA for 12 years and I'm not getting credit for the experience I have with Providence. I've been a loyal employee, I'm going to nursing school and plan to come back to Kadlec, but don't feel appreciated here. With my current wages I'm not making enough to pay for nursing school and move up in my career let alone my bills."  
**-Veronica Marroquin, Senior CNA/HUC**

"The community that Kadlec wants to service is us – our family, our friends, our neighbors. We don't make enough to be competitive, so how can we recruit people to work here and stay here at Kadlec? How can we serve our community?"

**-Morgan Daniels, CT Technologist**



"We deserve to be valued no matter what position we are, service or Tech. We need livable wages. What Kadlec is offering to paying temp workers, especially EVS and Nutrition is a disgrace. They're willing to pay that but can't come to the table and bring us a fair contract because we're not worth that? We're not valued what we're asking for but now you can pay triple what we deserve? The choice for a fair contract is up to Kadlec." **-Blanca Hinojosa, Pharmacy Tech**

**If you have any questions, come talk to your bargaining team and union organizer:**

Date	Time	Location
Friday 8/16	8am-9pm	Ringold Room
Saturday 8/17	8am-9pm	
Sunday 8/18	8am-9pm	
Monday 8/19	8am-2pm	

## Interested in making picket signs?

**Stop by and talk to us in Ringold room and we will give you more details!**

