



We stayed united during bargaining and now it's time to receive credit for our past experience!

Everyone hired before November 1, 2024 can now submit an attestation for credit for past experience. If you believe your step placement on the wage scale does not accurately reflect your years of continuous relevant experience, you may request a review. **Our deadline to submit our attestation form is February 21, 2025.**

Scan the QR code for detailed criteria on what counts as relevant experience. →



**Service-Defining
Relevant Experience**



**Tech-Defining
Relevant Experience**

FAQs

Q: When is the deadline to submit our application?

A: February 21, 2025.

Q: When will I move up on the wage scale?

A: June 1, 2025.

Q: How should I fill out my resume for prior experience?

A: When listing previous jobs that have relevant experience to your current position at Kadlec be sure to list your job descriptions and duties. It helps to prove the similarities and why it should be credited.

Q: Will I get back pay?

A: No.

Q: Where can I find the attestation form?

A: Everyone should have received a work email from management with a link to the form.

Q: What if I get denied?

A: There is an appeal process that you can go through. See your delegate for more information.

Q: Will there be in person info sessions?

A: Yes – keep an eye out for dates and times!



“It’s time we are placed on the correct pay for all the work experiences we brought to Kadlec for this hospital to give the highest quality of service and care to our patients and community. Our step audit process in 2019 was flawed and many caregivers were left behind. The bargaining team worked hard during negotiations to have workers be able to have a process where we can submit our past work experiences. File your attestation today.” **-Ethel Pham, ER Tech**

