



# OUR UNION STRENGTH WON US RETENTION BONUSES AND ACROSS-THE-BOARDS: BE ON THE LOOKOUT! 🧐

Because of our strength at the bargaining table in 2024, we won big including a retention bonus for all of us that were employed at Kadlec when we ratified on October 25, 2024. Being united means we all knew what and when to expect our contract wins to be implemented and quickly alerted Kadlec management when we didn't see the retention bonus in our paychecks. All bonuses were issued the following Monday after payroll.

## NEXT ACROSS-THE-BOARD (ATB) FOR EVERYONE WILL BE FIRST FULL PAY PERIOD FOLLOWING:

**5/1/2026**

2.75% Tech

**5/1/2026**

\$0.75 Service



"I am so proud of the work we did during contract negotiations in 2024. It is our unity that helped us win many things including our new wage scales, our ability to apply for credit for past experience, across the board increases and bonuses. Even though we didn't see our retention bonus with our regular paycheck, we were able to have management cut us an off-cycle check right before the start of the holidays." **Mona Chalmers, 6RP CNA**



"It was nice to have a boost at the start of the holidays. Will help with Christmas shopping for sure!" **Dawn Brown, Patient Services**

"It was \$90 I didn't have before." **Amber Sherman, CNA**

"It was nice to get a bonus, and it came in handy. Thank you to the bargaining team for fighting for us." **Sammara R., 6RP CNA**

TRAINING FUND MEMBERS ARE ELIGIBLE FOR EDUCATION & PROFESSIONAL DEVELOPMENT REIMBURSEMENT

# Use Your Training Fund Benefits to Cover Your 2025 Costs!

SUBMIT YOUR REIMBURSEMENT REQUESTS BY DECEMBER 31<sup>ST</sup>, 2025

Please Note: The Training Fund office will be closed from Dec. 24, 2025 - Jan 01, 2026.

Submit your Tuition Assistance and Professional Development reimbursement requests early and get your money back sooner!

SEIU Healthcare 1199NW  
Multi-Employer  
Training Fund



(425) 255-0315

www.healthcareerfund.org

members@healthcareerfund.org



SCAN TO BEGIN

## NOT YET A MEMBER OF OUR UNION? WE'RE STRONGER TOGETHER. SIGN A CARD TODAY.



## WEINGARTEN RIGHTS

### Union Representation During Investigatory Interviews

(If called to a meeting with management, read the following to management or present the card before the meeting starts.)

If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative, officer, or delegate be present at this meeting. Without representation present, I choose not to participate in this discussion.



“What this bonus means to me is financial help during these hard times. Every little bit helps. We sacrificed a lot when we went on strike, and we gained a lot both for our patients and our families.” **Pamela Peterson, CNA**

## EMPLOYEE RIGHTS

Under the Supreme Court’s Weingarten decision, when an investigatory interview occurs, these rules apply:

The employee may request union representation before or during the interview. After the request, the employer must choose from among three options:

1. Grant the request and delay questioning until the union representative arrives;
2. Deny the request and end the interview immediately; or
3. Give the employee a choice of:
  - (a) having the interview without representation or
  - (b) ending the interview.

If the employer denies the request for union representation and questions the employee, it commits an unfair labor practice and the employee may refuse to answer.

