

STRIKE AUTHORIZATION VOTE

MAY 1-3

**Santa Rosa
Memorial**

MAY 1, 2, 3

**SUNDAY, MONDAY,
TUESDAY**

7 a.m. – 7 p.m.

Cafeteria Conference Room B

Petaluma Valley

MONDAY, MAY 2

7 a.m. – 7 p.m.: Burns Hall

TUESDAY, MAY 3

7 a.m. – 9:30 a.m.: Cafeteria

9:30 a.m. – 3:30 p.m.: Burns Hall

3:30 p.m. – 7 p.m.: Cafeteria

Our vote will be conducted by secret ballot.
Ballots will be counted at the end of each day.

Vote **YES** to show St. Joseph they need to
show respect for their patients and caregivers by:

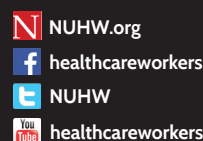
Restoring adequate
staffing levels and
giving workers
a voice in
patient care issues.

Pulling benefit
cuts off the table
at Memorial and
restoring benefits for
Petaluma caregivers.

Making our wages
competitive.
Our wages lag
9% behind Sutter,
25% behind Kaiser.

**It's time to show St. Joseph that we're
willing to fight for what's right.**

*For more information, please contact a Bargaining Committee member or
NUHW Organizers Luisa Acosta (habla español) at (707) 349-6027 or lacosta@nuhw.org
or Dennis Dugan at (541) 979-0395 or ddugan@nuhw.org.*



NUHW's Frequently Asked Questions About Strikes

Q: Why go on strike?

A: Ultimately, to stand up for our patients. St. Joseph's cuts to staffing levels and employee benefits directly and indirectly harm our ability to recruit and retain quality employees and provide the best possible patient care.

Q: When would we strike?

A: In NUHW, members decide if and when we strike. Even after a strike authorization vote, our committee will only call for a strike if and when they decide it's absolutely necessary. A public petition in support of a strike is not authorization.

Q: How long would we strike for?

A: The first strike would be for only as long as the vote authorizes – usually one day.

Q: Can we be “locked out” for striking?

A: It is illegal for the employer to lock out workers who are engaged in an Unfair Labor Practice strike, though some employers will do it anyway.

Q: Do I get paid or can I use PTO during a strike or lockout?

A: Unfortunately not – this is part of the reason a strike is a tool of last resort.

Q: Can I be fired or disciplined for striking?

A: No. Employees have the right to engage in concerted, protected activities under the National Labor Relations Act. Strikes and pickets are protected activities.

Q: Can I strike if I'm per diem, or still in my probationary period?

A: Yes. You have the same rights and protections under federal law as any other employee.

Q: How can we ensure our patients are cared for?

A: Ultimately, going on strike may be the best way to take care of patients in the long term. In the short term, it is management's job to figure out how to care for patients while we are on strike. We are required by law to give St. Joseph 10 days notice of a strike so that they have time to arrange proper care for patients.

Q: Do I have to personally notify my manager that I won't be working on the day of the strike?

A: No. Our delivery of the legal 10-day notice document will inform St. Joseph that all NUHW members will not be reporting to work. There is no need to call in. The same is true in answering a manager who asks about striking 'for scheduling purposes.' The best answer is, "No, I am standing with my co-workers." It is unlawful for your manager to ask you further questions about your plans or to try to discourage you from participating. If they do so, please notify your steward or union rep.

Q: Should I discuss the strike with my patients?

A: At your discretion, provided no pressure whatsoever is imposed on any patient to support the strike. You may inform your patients, but you should not lobby them. You may provide factual answers or materials in response to patient questions regarding the strike, the issues, and how patients can help, but with no pressure, request, or expectation that they participate in or support the strike.

Do not feel guilty about striking!

You are standing up for your patients, your community, and your co-workers. St. Joseph management is the party responsible for placing us in the position where we have to protect our patients, our values, our benefits, and our co-workers. St. Joseph wants to cut benefits and they refuse to seriously address chronic understaffing. And we know they are making a significant profit — over \$238 million in Northern California since 2010!