



## STANDING TOGETHER TO PROTECT OUR RIGHTS

Immediately following our powerful info picket and sticker-up on November 20, management called security on one of our own union stewards and one of our organizers. Since then, management has aggressively attempted to restrict our access to our union representatives by preventing them from walking the unit floors, sharing important information, or enforcing our contract.

By directing hospital security guards to follow and question our union representatives, management is making it clear that they prioritize these intimidation efforts over staff and patient safety.

Providence St. Joseph is trying to retaliate against us for exercising our rights to collective action. We will continue to assert our rights and work together to protect ourselves, our coworkers, and our patients.

If you or anyone you know is stopped or questioned about union activity, please contact one of our union stewards or representatives immediately:

Larry Ligouri - (707) 484-4105 or [liligouri@nuhw.org](mailto:liligouri@nuhw.org)  
 Karissa Tom - (415) 812-2407 or [ktom@nuhw.org](mailto:ktom@nuhw.org)

### Our contract states: Article 6 - Non-Employee Union Representatives

"The Hospital shall allow duly authorized representatives of the Union to visit the Hospital to ascertain whether or not the Agreement is being observed and to assist in adjusting grievances."

### KNOW YOUR RIGHTS

You have the right to meet with union representatives during your lunch, breaks, or any time when you can discuss topics unrelated to direct patient care, so long as it doesn't impede patient care.

You do not have to respond to questions from management or security regarding your union involvement, union business, union flyers, or meetings with your union stewards and union representatives.