

# FAQ: 1-DAY STRIKE AUTHORIZATION VOTE

## Why are we signing a one-day strike authorization vote petition?

On December 19, Hospice East Bay management unlawfully laid off our union workers Sarah and Janine without bargaining with our union. Not only did management violate the law, but imagine one week before Christmas being told you have 30 days of employment left! Management continues to ignore their legal obligation to bargain with us over any changes they want to make to our working conditions, wages, or benefits. This strike authorization vote petition will also have put additional pressure on management as we continue our negotiations for our first union contract. Management continues to delay our negotiations, make regressive changes to proposals, and put forward proposals that are deeply anti-worker. This will help to show them that we're serious and united.

## What is a strike authorization vote petition?

Our bargaining team cannot call a strike without the permission of the union members. A 1-day authorization vote petition gives our bargaining team the authority to call for a 1-day strike if, and when, it is necessary.

## When will the strike take place?

Right now, there is no strike planned or scheduled. We are merely authorizing the bargaining team to call for one at a later time. The bargaining team will call a strike if and when they deem it necessary, depending on what happens in negotiations, but not until the members vote in a majority to authorize this 1-day strike.

## Can we be "locked out" for striking?

No. It is illegal for the employer to lock out workers who are engaged in an Unfair Labor Practice strike.

## Can I be fired or disciplined for striking?

No. Under federal law, employees have the right to engage in concerted, protected activities (like strikes and pickets). A strike is a protected activity.

## I'm still in my probationary period (or on-call, or per diem, or in training). Can I strike, too?

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

## Will I be paid during a strike?

No. If our bargaining team is authorized to call a strike and you decide to join the strike, you will not be paid for that day.

## What can we do to avoid a strike?

The best way to avoid a strike is to be completely ready to strike by showing management that we are united in support of our coworkers and against unlawful actions by our employer.

## Isn't striking patient abandonment?

No. Federal Law requires healthcare unions to submit a 10-day notice prior to striking so that management can prepare. Management has ample time to plan ahead by gradually reducing the census, preparing managers to work on the floors, etc.

## What if I still have more questions?

You can talk to a Bargaining Team member or contact NUHW union representative Ellen Kress at 669-242-9237 or [ekress@nuhw.org](mailto:ekress@nuhw.org).