

# QUESTIONS AND ANSWERS ABOUT THE NUHW TWO-DAY UNFAIR LABOR PRACTICE STRIKE

## *Seton Service & Tech Unit*

### **Why are we holding a two-day ULP strike?**

AHMC unilaterally stripped us of our medical benefits. We've been bargaining in good faith since November, fighting off the hospital's proposed takeaways to our paid time off, our educational leave, and our tuition reimbursement program, but we can't stop there. AHMC Seton is still refusing to provide a quality fully employer-paid health insurance plan. We are healthcare workers that need healthcare! Hundreds of us striking together will send a strong message to AHMC that we are united in opposition to their unfair labor practices and that we demand that they settle a fair contract immediately.

### **How can we ensure our patients are cared for?**

We are required to give official notice of the date the strike is scheduled to begin and end at least 10 days in advance. Management then has ample time to plan ahead by canceling elective surgeries for those days, gradually reducing the census, preparing managers to work on the floors, etc. We are striking for our patients! Our proposals are fundamentally about improving the quality of care at Seton.

### **When is the strike?**

The two-day strike will begin on Monday, March 25, at 6:00 a.m. and last until Wednesday March 27, at 6:00 a.m. NUHW members will be picketing outside from 7:30 a.m. to 3:00 p.m. daily, Monday and Tuesday.

### **What do we do if we are working the night shift when the strike begins?**

Members who are on shift before the strike begins will stop working at 6:00 a.m. It is management's responsibility to be prepared for that. Night shift

NUHW members will not be coming to work in the evenings of the days of the strike.

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

We are striking in protest of AHMC's unfair labor practices and it is illegal for the employer to lock out workers who are engaged in a ULP strike.

### **Can I be fired or disciplined for striking?**

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

### **Do I have to personally notify my manager that I won't be coming to work on the day of the strike?**

No. Our delivery of the legal "ten-day notice" document is our telling the employer that all NUHW members will not be reporting to work. There is no need to call off.

### **What if my manager asks me if I'm coming to work "for scheduling purposes?"**

You do not have to answer him/her, although the best answers are "I will stand with my coworkers" or "Please have this union discussion with my steward."

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

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

### **What if I have pre-approved PTO during the week of the strike?**

You can still join your co-workers on the picket line and management cannot revoke pre-approved time off.

*For more information, please contact NUHW Organizer Lealani Manuta at (415) 590-0135 or [لمانوتا@nuhw.org](mailto:لمانوتا@nuhw.org).*