

WEST ANAHEIM MEDICAL CENTER

STRIKE AUTHORIZATION VOTE

FAIR WAGES A PRIORITY

Our NUHW bargaining committee is calling for a vote to approve a 10-day notice for a possible 5-day strike, if needed. We are scheduling more bargaining sessions to reach an agreement. A strike is a last resort, but it may be necessary for management to respect employees.

NO MOVEMENT ON WAGES

In our April 25 bargaining session, the hospital made little progress on proposals and none on wages. Their plan is to maintain a wage grid for three years, offering regular employees a 3 percent increase each year, and a one-time 3 percent increase for per diem employees.

We proposed a 4-year agreement with a revised wage scale, including a minimum increase of 5 percent in the first year and 4 percent in each of the next three years.

Other pay issues:

- **Holidays:** We proposed that 10 or 12-hour employees scheduled off on a holiday receive 10 or 12-hour pay, as applicable. The hospital rejected this.
- **Crisis Pay:** The hospital rejected this proposal.
- **Standby Pay:** We proposed that employees get minimum wage while on standby. The hospital rejected this proposal.
- **Incentive Program:** The hospital is requiring employees to work all scheduled shifts in a pay period to be eligible for the incentive when they work an extra shift.
- **Radiology Techs pay:** The hospital rejected our proposal for a differential for Radiology Techs II and III if they work in MRI.
- **New Classification:** The hospital rejected our proposal to create a new Cardiac OR Tech classification.

FLOATING

- We proposed a \$2/hour differential for all employees who float. The hospital has offered \$1 for LVNs only.
- The hospital rejected our proposal that OR Techs not be required to float to GI, or that nursing personnel in Subacute or BHU not float outside their units.

VACATION

- The hospital has rejected our proposal for one additional week of vacation per year.
- We agreed to setting up a system for PTO donations for employees facing catastrophic medical issues.



Scan the QR code below to vote to authorize our Bargaining Team to give the hospital a notice for a possible 5-day strike, when they deem it necessary.



Questions? Contact a Bargaining Team member or NUHW Representative Justin Evans at (714)386-8212.

STRIKE FAQs

Why is our Bargaining Team asking us to vote to authorize a strike?

We are fighting for fair pay that helps us retain and recruit new staff to provide the best care for our patients. So far, West Anaheim Medical Center management continues to propose substandard wage rates. It is management's lack of respect for us that has caused this next step.

What does voting YES on the strike authorization mean?

Voting yes means that we are giving our Bargaining Team the authority to call for a strike. It means that we are demanding respect for the hard work and sacrifices we do every day.

What happens next?

If an overwhelming majority of us vote YES to authorize a strike, our Bargaining Team would have the authority to give the hospital a 10-day notice, required by law, that we intend to strike. The Bargaining Team would then determine when the strike would start.

Do we have the right to strike and picket?

YES! The First Amendment of the U.S. Constitution, California law and the Federal National Labor Relations Act protect our right to picket and strike.

Can I be fired or disciplined for striking?

NO! It is illegal for employers to retaliate against employees for exercising their legal right to engage in concerted, protected activities and strikes under the National Labor Relations Act.

Can I strike if I'm still in my probationary period?

YES. You have the same rights and protections as any other employee in the union.

Can I use PTO for the strike?

NOPE! However, if prior to the Bargaining Team giving management notice of the strike dates, you already have approved PTO on the days of the strike, you will get paid and also can picket during the strike even while on PTO.

How can we ensure our patients are cared for?

Under the law, the union is required to provide a 10-day advance notice of the strike dates to management. This gives management time to cancel services, reduce the census, prepare managers to work on the floors, etc.

Do I have to personally notify my manager that I will be on strike and won't be coming to work?

NOPE! Our union, NUHW, will provide the legal notice advising management that we will be on strike.

What date and time will the strike begin?

The Bargaining Team will set the time and date of the strike. You will know 10 days in advance.

Will there be a picket line?

YES! The Bargaining Team will set the times of the picketing and everyone will need to sign up for shifts. A strike is not a vacation! It's our effort to demonstrate to the community and patients how West Anaheim Medical Center is disrespecting us and our work.