

WEST ANAHEIM MEDICAL CENTER

WE'RE GOING ON STRIKE ON MAY 26!

Join us on the picket line in front of the hospital May 26–May 30

5 a.m. – 8 p.m. Monday

6 a.m. – 8 p.m. the rest of the week

STRIKE SHIFTS

5 a.m. to 2 p.m. & 12 p.m. to 8 p.m.

90%

An overwhelming majority of us voted to authorize our bargaining team to call for a five-day Strike. There were zero “no” votes.

We are striking because Prime continues to put patients at risk

by understaffing our hospital. West Anaheim Medical Center made \$16.4 million in net profit in 2023, yet the administration refuses to invest in our community by offering:

- Competitive wages to help recruit and retain staff
- Crisis Pay and minimum wage while on standby
- Additional for Radiology Techs II and III when they work in MRI

It's time to send a message to West Anaheim Medical Center that they must do the right thing by their workers and our community!

Questions? Contact NUHW Organizer Justin Evans at (714) 386-8212.

SIGN UP FOR YOUR STRIKE SHIFT

As we prepare for our 5-day strike, it's important that we demonstrate the depth of our commitment, not only by honoring the strike but by participating on the picket line. Strong participation shows the hospital, Prime Healthcare, and the public that we are united and determined to achieve our goal of ensuring our community and patients are well taken care of.

Sign up for the picket shifts at nuhw.org/wamctech-strike2025 or point your camera phone at the QR code.



For a Strike FAQ, see reverse side

STRIKE FAQs

Why are we holding a 5-day, ULP strike?

An overwhelming majority of us in the WAMC Tech unit voted to authorize our bargaining team to call for a five-day ULP (Unfair Labor Practice) Strike. We are striking because Prime continues to commit unfair labor practices, including illegal surveillance and refusal to provide information. We are also fighting for Prime to invest in our community by offering competitive wages to help recruit and retain staff.

When is the strike?

The five-day strike will begin on Monday, May 26 at 5:00 a.m. and last for five days until Friday, May 30, at 11:59 p.m. NUHW members will start picketing outside the hospital at 6:00 a.m. and continue until 8:00 p.m.. If you are on call on Monday and are called in to work, you can leave at 6:00 a.m. to join the strike. It is management's responsibility to ensure patients are cared for. If you work the overnight shift on Friday, you will have to start work at 12:00 a.m. when the strike ends.

Is there a strike fund to help workers on strike?

NUHW has a strike fund, but only enough to cover the direct costs of organizing and conducting the strike.

Will I continue to get benefits while I'm on strike?

Under the NLRA, Prime can't withhold accrued benefits while we're on strike but they also don't have to provide continuing compensation during the work stoppage.

OUR LEGAL RIGHTS

Do we have the right to strike and picket?

Yes. Our right to strike is expressly protected by federal law. Section 7 of the National Labor Relations Act (NLRA) states in part, *"Employees shall have the right . . . to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection."* 29 U.S.C. § 157. Strikes are included among the concerted activities protected for employees by this section for all workers including full time, part time, and per diem employees. In addition, the First Amendment of the U.S. Constitution and California law both protect our right to peacefully picket.

Can I be fired or disciplined for striking? Can we be locked out?

No. It is illegal for employers to retaliate against employees for exercising the right to engage in concerted, protected activities under the NLRA. We are engaging in an unfair labor practice strike and it is illegal for the employer to retaliate, permanently replace, or lock us out. The NLRA makes it unlawful for an employer to interfere with an employee's right to strike. 29 U.S.C. § 158(a)(3). It is also unlawful for an employer to retaliate or discriminate against any bargaining unit employee who participates in a strike. 29 U.S.C. § 158(a)(3). This means that Prime WAMC cannot legally retaliate against you in any way because you exercised your right to strike.

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

Yes. You have the same rights and protections under

federal law as any other employee in the union. Probationary employees who engage in protected activities are actually more protected from termination while engaging in concerted activity because the employer would have to demonstrate a non-retaliatory cause for discipline.

I'm not a member of NUHW, but I don't cross picket lines.

Can I honor the strike?

Federal law, upheld by the United States Supreme Court, gives all employees the right, as a matter of conscience, to honor a picket line.

PATIENTS AND SCHEDULING

How can we ensure our patients are cared for?

We have given management official notice of the date the strike is scheduled to begin and end. Management has ample time to plan ahead by canceling elective surgeries for the day, 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 West Anaheim Medical Center.

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

No. NUHW's delivery of the legal 10-day notice will inform Prime WAMC that all NUHW members in the Tech Bargaining Unit will not be reporting to work. There is NO requirement for individual employees to inform management of their intent to participate in a strike.

What if my manager asks me if I'm coming to work?

You do NOT have to answer or disclose any information. You can let your manager know that it is unlawful to question you about your intentions or to try to discourage you from participating in a strike. Or you can simply say that "I will stand with my co-workers." If a manager tries to coerce, threaten or intimidate you in any way, please document and notify your steward or NUHW organizer.

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

Members who are at work the night before the day of the strike will stop working at 6:00 a.m. It is management's responsibility to be prepared for that and to facilitate your need to report to the picket line early.

Can I discuss the strike with my patients?

At your discretion, you may inform your patients that you will not be at work and why. Do not lobby or pressure them in any way to support the strike. You may provide brief factual answers in response to patient questions regarding the strike, the issues, or how patients can help, but be careful to avoid soliciting support.

IMPORTANT REMINDER

None of us want to strike but we know that striking is our best way to get Prime WAMC to listen and be accountable. We are standing up for our patients, our community, and each other. Hospital management is responsible for placing us in the position of having to fight to protect our patients, our values, our benefits and our co-workers.

PARKING: While we're on strike, we won't be able to park in the hospital parking. We suggest parking at Twila Reid Park, 3100 W Orange Ave, Anaheim, CA 92804, which is less than a 5-minute walk from the hospital.