

WEST ANAHEIM MEDICAL CENTER



WE'RE GOING ON STRIKE!

Tuesday, January 18 through Friday, January 21

The picket line will be located in front of the hospital entrance
|(corner of Beach Blvd. and Orange Ave.)

We will picket from 6 a.m. to 6 p.m. on Tuesday
and from 7 a.m. to 6:30 p.m. on Wednesday, Thursday, and Friday

Sign up for your strike shift at nuhw.org/wamcstrike

West Anaheim Medical Center continues to put patients at risk by understaffing our hospital. We're losing good workers, yet the administration refuses to invest so that we can hire and retain staff.

The hospital is putting profits over patient care. In the second quarter of 2021, the hospital had profits of \$9.3 million. Its 25 percent margin is twice the state average for California hospitals.

In late December, members voted to authorize a strike for up to five days. After consideration, our Bargaining Team has now set the date for the strike to protest management's failure to address staffing, wages, and safety.

**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!**

NUHW NATIONAL UNION OF
HEALTHCARE WORKERS

For more information, contact NUHW Organizer Isacc Ramirez
Perez at (626) 391-8224 or iramirezperez@nuhw.org

ON STRIKE! TUESDAY, JANUARY 18 AT 6AM: HERE'S WHAT YOU NEED TO KNOW

What is a strike: Not showing up to work, forces WAMC to operate without us. It will drive home the point that this hospital runs because of us. A strike is our strongest demonstration that we demand respect for our hard work and the sacrifices we make each day, especially during the pandemic.

Do I have to "call off" when I go on strike? NO. In the healthcare industry, Unions are required to provide 10 days advance notice of the strike. *NUHW sent the official legal notice that states the time and date the strike begins and the time and date the strike ends.* That notice informs the hospital that all NUHW members who work at WAMC will be on strike for specific days. You do not need to advise anyone in management at all. *The union's notification is the legal required notification.*

If I'm at work, when the strike begins what do I do? You clock out and walk out.

If I'm in "on call" status during the strike, what do I do? You will not be scheduled for "on call" status because ten days in advance of the strike, management will be notified that you are on strike. Management has been told when the strike starts and when the strike ends. Management needs to make other arrangements because staff will not be available to work.

Will I be disciplined or replaced? NO. An employer cannot take any action, including retaliation, replacing or any other action against workers who strike. Workers in our country have a right to strike. Teachers, airline pilots, healthcare workers at UC Irvine and Kaiser have all held strikes. You are not the first, and nor will you be the last!

How many hours will we picket? Each member will sign up for daily picket shifts.

Can I use PTO? NO. You cannot request PTO for the days we are on strike. If you already have an approved PTO scheduled for those days, it will continue.

What if I have vacation already scheduled? If that vacation was approved prior to the strike notification: vacation continues as is and you can utilize PTO.

Is there any interruption to medical benefits during the strike? NO. No change at all, benefits continue.

If I'm on probation can I strike? YES. You have the same exact same rights and protections that all other staff have.

Does being out on strike affect attendance record? NO. Strike participation has no impact at all.

Will we be getting community support and media coverage during the strike? YES. We expect to continue to have community and political support and media coverage.

DON'T DO ANY OF THIS!

Do not train ANYONE to do your job: You are not required or paid to train or orient anyone to do your work while you are on strike. Management can do that, but you are not to do that.

Do not go to work during the strike — no matter what: If you cross the picket line, you are showing management that you are A-OK with their proposal. Management keeps a list and tracks who works during a strike. This information is then provided to the management bargaining team so they know which individuals, specific classifications, or groups of workers are fine with their proposal. This will be used against us at bargaining.

You do NOT have to tell management if you will be on strike: The union provides the legal notice. It is illegal for anyone in management to ask you if you will go on strike. Your statement to management should be: "*My union submit-ted notice.*" Document anyone in management who asks you about the strike and report it to your bargaining team.

Do not call in sick during the strike: You are on strike.

During the strike: Do not answer your phone or respond to text messages from management: You have no obligation whatsoever to respond to the hospital or be in communication with the hospital when you are on strike (actually, this is also true for when you are just off the clock!)