



STRIKE MANUAL

for Sutter Health Facilities



May 1, 2012

Strike Hotline

(510) 433-2798

GENERAL INFORMATION

One-Day Strike at Sutter Health Facilities

Date: ***Tuesday, May 1, 2012 to May 2, 2012***

Time: ***Begins 7:00 AM on 5/1 - Ends 6:59 AM on 5/2***

Rallies: ***Rallies at Several Facilities, See Locations Below***

Which Sutter Facilities Are on Strike? Please Note Rally Information

1. Alta Bates Summit: Alta Bates Location (2450 Ashby, Berkeley), Herrick Location (2001 Dwight, Berkeley), Summit Location (350 Hawthorne, Oakland)
RALLY at Alta Bates Campus at 11:00AM
RALLY at Summit Campus at 1:00PM
2. Eden Medical Center: Eden Location (20103 Lake Chabot Road, Castro Valley), San Leandro Hospital (13855 E. 14th Street, San Leandro)
RALLY at Eden Campus at 12 Noon
RALLY at San Leandro Campus at 3:00PM
3. Mills Peninsula: Peninsula Campus (1501 Trousdale, Burlingame), and Mills Campus (100 So. San Mateo Drive, San Mateo)
RALLY at Peninsula Campus at 2:00PM
4. Sutter Delta Medical Center (3901 Lone Tree Way, Antioch)
RALLY at Sutter Delta at 12:00PM
5. Sutter Solano Medical Center (300 Hospital Drive, Vallejo)
RALLY at Sutter Solano at 11:00 AM
6. Novato Community Hospital (180 Rowland Way, Novato)
7. Sutter Lakeside (5176 Hill Rd E Lakeport, CA)
RALLY at Sutter Lakeside at 3:00 p.m.

PICKETING ON MAY 1st

It is imperative that all Nurses come to picket lines to show their solidarity and let patients and the community know how unacceptable these takeaways are. Put in a full shift of picketing. Picketing is on May 1st only.

PICKET HOURS: **Alta Bates's Ashby Campus: 7:00 AM until 10:15 PM**

All Other locations: 7:00 AM until 7:00 PM

There are picket duty sign up sheets/schedules that should be in the units; ask you Labor Rep or Nurse Negotiators if more copies are needed.

Notification: There is **NO** need to give notice to management or call in your intent to strike. CNA notifies your employer that all RNs will be on strike with the 10-day notice. Show up and sign in on the picket line and report to a designated picket captain.

Our Right to Picket: The Constitution's First Amendment and California State Law protect the right of peaceful picketing to publicize a dispute. The U.S. Supreme Court has stated that peaceful picketing, designed to inform and persuade the public, is free speech guaranteed by the First Amendment.

Food, Children and Pets: Pets can add to the morale and spirit of a picket line, but car horns and chanting can create huge commotion. Be sure your pets can handle the activity, and please clean up appropriately. Children should be encouraged to picket with their parent to help gain an understanding of why RNs strike. Other family and friends are of course welcome.

WHAT YOU SHOULD KNOW

NURSES WORKING NIGHT SHIFT BEFORE THE STRIKE: It is the Medical Center's responsibility to provide someone to whom you give report. RNs working the night shift prior to the start of the strike should report off to a supervisor or manager at the end of their shift and come out to the picket line. Remember the strike starts at 7:00 a.m. insist that management have someone for you to report off to so you can participate in the legal strike by that time. RNs whose day shift starts before 7:00 am (for example, 5:00 or 6:00 am) should report to work, then report off to a supervisor by 7:00 a.m. and leave.

The Medical Center will have time to make arrangements for the strike. Our 10-day notice of strike provides adequate time for management to make arrangements for the care of the patients. Be prepared for some discomfort from management pressuring you regarding your participation. If you are asked by your Manager whether you are going to strike, you may say:

"Yes," or "I'd rather not discuss it," or "I have no obligation by law to let you know."

Questions and problems should be directed to Nurse Negotiators or your Labor Representative.

CNA LABOR REPRESENTATIVES AND CONTACT INFORMATION

Shawn Bartlett, 415-261-3276, sbartlett@calnurses.org (Mills Peninsula, Solano)
Mike Brannan, 510-273-2268, mbrannan@calnurses.org (Eden, San Leandro, Novato)
Ben Elliott, 510.273.2278, belliott@calnurses.org (Lakeside)
Sue Fendley 510-273-2257, sfendley@calnurses.org (ABSMC—Alta Bates, Herrick)
Khadijah Kabba, 510- 273-2269, kkabba@calnurses.org (ABSMC RNs & CHEU—Summit, Delta)

PATIENT PROTECTION TASK FORCE, PATIENTS DURING A STRIKE

Ten Day Notice: No Registered Nurse will just "walk off" the job. Before actually striking, Medical Center was provided by CNA ten days' advance, written notice. Several days before the strike, the Medical Center should stop admitting new patients, and begin the process of transferring all patients who can safely be moved.

Emergency Care: A Patient Protection Task Force has already been formed, and Nurses have stepped up to volunteer for this. At the discretion of the Patient Protection Task Force, emergency care will be provided after the strike begins if requested by the hospital. The task force will make a professional assessment of each situation where assistance is requested and will, if deemed necessary, assign a Nurse to care for the patient.

To add your name to the Patient Protection Task Force please call your Labor Representative or send him/her an email to notify them of your interest in being on this task force. A list of Labor Representatives and their contact information are noted above.

FREQUENTLY ASKED QUESTIONS

- Q: If an RN is on vacation when a strike begins, or is scheduled for vacation during the strike, what happens to vacation time and pay?**
- A:** If the Nurse is already on vacation, it's been pre-approved, and she should be paid; if the Nurse is requesting vacation now, the Hospital will deny.
- Q: What happens to leave status (personal, maternity) if on leave during a strike (does time accrue, seniority accrue)?**
- A:** Nurses on medical leaves should not be considered to be "on strike." Leave time and seniority will accrue (or not) as per contract provisions.
- Q: Should a newly hired Nurse or new graduate Nurse come to work or honor the strike?**
- A:** **Yes.** Federal labor law protects all concerted activity, including strikes. New hires and new grads should honor the picket line. **NO RN should cross the picket line as a strikebreaker under any circumstances.**
- Q: I'm working the night before the strike. What should I do when the strike begins? What if my shift starts before the strike time?**
- A:** See section above, entitled Nurses Working Night Shift before the Strike.
- Q: I am concerned about my patients' safety. How do I know the Medical Center will adequately take care of the patients?**
- A:** See above, section on Patient Protection Task Force, and what happens with patients.
- Q: What happens if the strike settles?**
- A:** You need to report for work if you're scheduled. Call the hotline to get the latest information.
- Q: Is it legal for the Medical Center to lock me out after the strike is over?**
- A:** Yes, unfortunately, the way the law is written now, it is possible for the Medical Center to replace/lock-out striking RNs, but given the difficulty of finding RNs to staff regular

shifts, it's not likely it could find replacement RNs in sufficient numbers for a lockout of long duration. There has not been any extended lock-out in the history of CNA.

Q: Will management lock me out for sure?

A: This retaliatory action differs from employer to employer. Sutter notoriously institutes a lockout as a means to punish Nurses, claiming the need to secure travelers for a minimum of greater than 1 to 3 days. We know how untrue this is because other employers don't institute lockouts.

Q: What do I do if I am scheduled to work and the Medical Center has announced they will lock out all RNs who honored the picket line?

A: You do not need to report to work.

Q: What if I was not scheduled on the strike day and management is telling me I can come to work during the lock-out?

A: We are all in this together. RNs who didn't work on the strike day, whether they were scheduled or not, should not work during the lock-out.

Q: How will I know when the lockout period is over?

A: The Medical Center will make that announcement. We cannot control what the Medical Center decides to do. As soon as we get the information, it will be on the Hotline.

Q: I can afford to be out for a one day strike, but can't afford to be locked out for any duration---what do I do?

A: Sign up now for a registry so you can work if you need to. Registry info is contained in this manual. Picking up extra shifts now, or working per diem at other hospitals will help.

REGISTRY WORK—DOCUMENTS REQUIRED

Registries need the following documents: Record of exposure or vaccination for rubella and rubella; proof of negative TB test or chest x-ray (most require within 6 mos.); proof of titer for mumps (some require this); physical or letter of good health from physician within the year; Social security card and driver's license or passport or valid green card; your nursing license; current BLS card; ACLS card for critical care units/PACU/OR (some require this); and PALS or NRP for specialty units.