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/Techs 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 7:00 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 RepNurse Negotiators/CHEU Tech 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/Techs 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/Techs strike. Other family and friends are of course welcome.

WHAT YOU SHOULD KNOW

NURSES AND TECHS WORKING NIGHT SHIFT BEFORE THE STRIKE: It is the Medical Center’s responsibility to provide someone to whom you give report or hand off your work. RNs and Techs 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/Techs 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 RN/Tech Negotiators or your Labor Rep.

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, belliot@calnurses.org (Lakeside)
Sue Fendley, 510-273-2257, sfendley@calnurses.org (ABSNC—Alta Bates, Herrick)
Khadijah Kabba, 510-273-2269, kkabba@calnurses.org (ABSNC RNs & CHEU—Summit, Delta)
PATIENT PROTECTION TASK FORCE, PATIENTS DURING A STRIKE

Ten Day Notice: No RN or Tech will just "walk off" the job. Before actually striking, the Medical Center was provided with ten days' advance, written notice from CNA. 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 and Techs 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/Tech 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 RN/Tech is already on vacation, it’s been pre-approved, and she should be paid; if the RN/Tech 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/Techs 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 RN/Tech or new graduate RN 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/Tech 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/Techs 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 and Techs, but given the difficulty of finding RNs and
Techs to staff regular shifts, it’s not likely replacement RNs or Techs could be found in sufficient numbers for a lockout of long duration. There has not been any extended lockout 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 and Techs, 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/Techs 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/Techs 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 FOR RNs—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.