

## **QUESTIONS AND ANSWERS ABOUT GOING ON STRIKE**

### **Q. WHY STRIKE? CAN'T WE SIMPLY CONTINUE TO NEGOTIATE?**

SPNN nurses never make a decision to strike lightly. UNAC members haven't gone on strike since 1980. However, management gave the union its "last, best and final" offer of a new contract. That offer shows a lack of respect for our hard work and our desire to have a strong voice in improving patient care. So our only recourse is to strike. We cannot force management to continue negotiating if they take the position that they are finished and no longer want to talk. By going on strike, we will show that we refuse to accept this unacceptable contract offer.

### **WHO DECIDED THAT WE SHOULD STRIKE SHARP?**

Informational meetings were held throughout the day on Friday, June 29. Voting by secret ballot, the overwhelming majority of SPNN nurses attending those meetings voted to authorize a strike.

### **WHY SHOULD I PARTICIPATE IN A STRIKE? I LIKE WORKING AT SHARP AND TAKING CARE OF MY PATIENTS.**

Patients are our top priority. After more than two months of trying to negotiate a fair contract at the bargaining table, a strike is our next step in fighting for respect and quality care for our patients. If you are not satisfied with management's "last, best, and final" offer, striking sends an important and strong message to management. When you and your co-workers stand together, you have more strength at the bargaining table to get what is important to you and your patients.

### **WHAT IS A 10-DAY NOTICE, AND WHY DO WE HAVE TO GIVE ONE TO SHARP?**

Once SPNN nurses vote to authorize a strike, thereby giving their union leaders direction to carry out a strike, the National Labor Relations Act requires the union to give Sharp management 10 calendar days of notice of its intent to strike a hospital. The law requires this advance notice so that Sharp has the necessary time to move patients, cancel elective procedures, change appointments, and/or hire short term replacement nurses.

### **WHERE WILL WE STRIKE?**

The 10-day notice informs management that we are striking at all facilities where bargaining unit nurses work.

### **DO I HAVE TO TELL MANAGEMENT IF I INTEND TO STRIKE OR NOT?**

No, you do not have to tell management of your intent to either strike or cross the picket line. If a manager asks you if you will go on strike, simply state "it's none of your business," or "I haven't yet decided." Please contact the SPNN office at 619-280-5401 if asked this question so that we can follow up and make sure that you are not harassed again.

### **HOW LONG WILL WE STRIKE?**

We will strike from 0700 on Monday, July 16 to 1900 on Wednesday, July 18.

### **WHO WILL TAKE CARE OF MY PATIENTS?**

Please know that you are not abandoning your patients. The whole intent of the 10-day notice is to allow time for Sharp management to transfer patients and/or hire temporary replacement nurses.

## **WILL SHARP LOCK ME OUT IF I STRIKE? WHAT DOES IT MEAN TO BE LOCKED OUT?**

Yes, in all likelihood, Sharp management will lock you out when you participate in the strike. Being locked out means that Sharp will refuse to let you return to work on a normally scheduled work day if they are still paying for replacement nurses. For example, if the nurses strike on a Monday and you participate, and if you are next scheduled to work on Wednesday, and Sharp hires nurses for a three-day replacement period, you would be locked out on Wednesday and not allowed to return to work until Thursday at the earliest.

## **CAN I LOSE MY JOB IF I STRIKE? CAN I BE PERMANENTLY REPLACED?**

No, as long as you do not violate existing Sharp policies, particularly with regard to calling off sick. We expect Sharp to temporarily replace nurses who strike with outside agency nurses, but only for a very limited time. And since we intend to conduct an unfair labor practice strike, federal law prohibits Sharp from permanently replacing you. Realistically, they couldn't replace you even if the law allowed it, given the nursing shortage, the number of travelers they currently employ, and the current number of vacancies they have system-wide.

## **WHERE DO THEY GET REPLACEMENT NURSES?**

There are several nursing agencies across the country that specifically supply nurses in strike situations. Sharp has already contracted with at least one, in San Francisco, where the agency hires nurses, pays to fly them out to San Diego, puts them up in expensive hotels, and guarantees them hours and pay. For example, check out:

[http://www.healthsourceglobal.com/strike\\_nurses.htm](http://www.healthsourceglobal.com/strike_nurses.htm).

## **CAN I CROSS THE PICKET LINE?**

We encourage you to honor the picket line and not cross it. But this is a decision each individual nurse must make.

## **CAN I CALL IN SICK ON THE DAY OF THE STRIKE?**

No, do not call in sick, (unless you are, in fact, sick). Calling in sick on the day we are striking could lead to disciplinary action by management.

## **CAN I USE PTO DURING THE PERIOD OF THE STRIKE?**

No, you can not use paid time off while you are striking, unless it is for time that was previously scheduled prior to the strike.

## **CAN I APPLY FOR UNEMPLOYMENT IF SHARP LOCKS ME OUT?**

Yes.