



RUNAP STRIKE



Thurs, Aug 3 & Fri, Aug 4

Q: Am I required to go to the nursing office to inform management I will be striking?

No. We have already given management our ten-day strike notice and this notice covers all bargaining unit nurses and individual notice is not required. If your manager asks you if you are planning on crossing the picket line, you may answer them but you are not required to.

Q: Is it possible to be supportive of the union and our proposals while crossing the picket line?

Simply put, no. Now is our time to stand together and show RGH administration that you cannot run a hospital without nurses. Any nurse who crosses the picket line will undermine our collective effort to stop the exodus of seasoned nurses from RGH and create conditions that will entice talented new nurses to choose RGH as their home. We have many important proposals on the table and without a united front, management will have less incentive to meet our demands. For those nurses who face the most severe financial hardship from our two-day strike, we have started a gofundme to collect donations to help offset the loss of pay. In order to apply for the hardship fund, you will need to participate in the strike.

Q: What time does our strike begin? What if I am scheduled to work a shift that ends after our strike starts?

Our strike begins at 7:00 A.M on Thursday, August 3rd. Every nurse who is working an overnight shift on Wednesday, August 2nd, will walk off together at 7:00 A.M. promptly, regardless of when your shift ends. Your coworkers will be there to greet you in front of the hospital and begin picketing together!

Q: I am scheduled to work on Saturday, August 5th. Should I plan to go to work on that day?

Yes. Our strike is only a two-day strike starting at 7 am on Thursday, August 3rd and ending on Saturday, August 5 at 7 am. It is possible that RGH admin will prevent you from returning to work for up to an additional three days, but we'll need all nurses who are scheduled to work on Saturday, August 5th to go in together and be ready to resume work after our strike is over. We will only return if all nurses are allowed to.



ROCHESTER UNION OF NURSES AND ALLIED PROFESSIONALS



Q: What time should I plan to picket and can I bring my kids?

Our picket line will begin on 7:00 A.M. Thursday, August 3rd. We encourage as many nurses as possible to come at 7:00 A.M. on the first day. For the additional times, your unit will sign up for picket shifts in four-hour blocks. The details will be determined over the course of this week, but anyone is welcome to come at any time. Kids, pets, family, and friends are all welcome and encouraged to join!

Q: What if I have pre-scheduled PTO or vacation on one of the strike days?

Management is required to honor all pre-scheduled time off, whether it is sick time or vacation. For example, if you had a pre-scheduled doctor's appointment and were taking sick time on Thursday, August 3rd, but scheduled to work on Friday August 4th, you would be getting paid sick time on August 3rd but unpaid for the strike day of August 4th.

Q: What is a lockout? When will we find out if we are locked out?

Other hospitals have been able to convince the labor board that they can't get scab nurses for less than five day contracts. Our strike is two days but we should be prepared to be locked out for up to an additional three days. We may not find out that we are locked out until Saturday. In order to have a legal lockout of the additional three days, admin will need to show that they were only able to get scab agency contracts for a duration that is longer than our two-day strike. Without a legitimate business reason, a lockout is unlawful. If they attempt a lockout, we will file a charge and fight for backpay.

Q: Will my benefits or pension be impacted for the duration of the strike?

Absolutely not. Your right to strike is protected and management is not allowed to take any negative action against you for exercising that right. It's important to remember that we want to make improvements to our health benefits and preserve our pension. Currently, management's proposal is to be allowed to make changes to our pension, including taking it away, during our contract. We are fighting to protect our pension in our contract so we can be sure that it will remain in place for at least the next three years.

