

STRIKE RELEASE – QUICK REFERENCE

This handout provides you with a script to ensure release at strike time while protecting patients and yourself legally. This should be used for **all members whose shift ends at 7:00 AM or later on the morning of 11/26/25.**

Before Strike Begins

- Know your exact strike start time.
11/26/25 at 7:00 AM

30 minutes Prior to Strike Time

Say to your supervisor/Physician in Charge:

“At 7:00 AM, my lawful strike is beginning. I am formally requesting to be relieved of my duties immediately at 7:00 AM, consistent with the 10-day notice provided to the employer. I am not abandoning my patients, I am making myself available for a proper handoff, so continuity of care is maintained.”

If the Supervisor Refuses Immediate Release at 7:00 AM

“I am ready to provide a safe handoff right now. I need you to acknowledge that I have requested release to join the strike at the noticed time. If you are not providing relief, please confirm that you are instructing me to remain on duty past the strike start time.”

If Still Not Released

- Document the exchange (names, times, instructions).
- State calmly: “For the record, I have asked to be relieved at strike time in accordance with federal labor law. I will remain with my patient until proper relief arrives so that patient care is not jeopardized. I am also notifying my Union representatives and officers that you are violating our strike notice.”

Key Principles

- Assert your right to strike at the noticed time.
- Offer safe patient handoff to avoid accusations of abandonment.
- Document employer’s actions if they refuse relief.
- Remain professional at all times.