

Sign up to picket

FAQ: INFORMATIONAL PICKET

As SPNN nurses sign up to picket to express frustration at Sharp's substandard wages and complete disregard for addressing ESI, we want to address the questions and concerns we've heard.

Q: So, what exactly is an informational picket?

On our own time—on a day off, before or after shift, or on an official work break—we march, carry picket signs, and hand out leaflets on the public sidewalks in front of Sharp to amplify our concerns to the hospital's leadership and to the community. An informational picket is **not** a work stoppage or strike.

Q: Is it similar to a strike?

No, during an informational picket, nurses continue to go to work and continue to be paid for their work. Nurses scheduled to work should go to work. Patients scheduled for care should go and get their care. If a nurse is working, they are free to join the picket line before or after their shift or on their break.

During a strike, nurses do not go to work and do not get paid—they can't use PTO to cover time, either. A strike is an important tool that unions have, but it is a tool of last resort that happens after we have exhausted every effort to get management to hear us and only if a substantial majority of nurses vote to participate in one.

Q: But why do I have to fill out the picket form?

We need to know which departments and shifts are getting information about bargaining and about the picket, and where we need to concentrate more attention to get the greatest outreach. Also, the bargaining team needs an accurate assessment of what Sharp nurses are willing to do to get a fair contract—the numbers need to reflect a strong commitment from nurses so that the team can make informed decisions about which actions to take.

Q: What are the next steps at Sharp—are we going to picket?

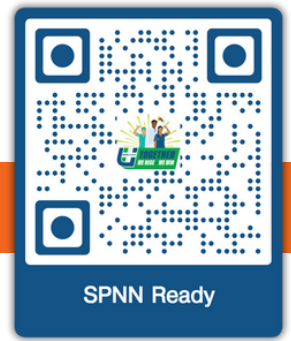
The bargaining team has not yet decided on the details of an informational picket. We are asking nurses to fill out the picket assessment so the team has a solid understanding of how many nurses are willing to participate.

Q: Why is it important for nurses to participate in a picket?

If a substantial percentage of our nurses commit to picketing (even without a specific date in mind), that tells us we have the power and unity to hold an informational picket and maybe take additional actions in the future. If we are unable to come to an agreement with Sharp over our next bargaining days on September 25, 26, 29, and 30, we will continue to negotiate in good faith until we come to an agreement we can recommend to nurses for ratification. However, if negotiations aren't productive, and the bargaining team determines that a picket is necessary, there will be additional meetings and office hours to discuss specific details about a picket.

Q: Is a picket legal?

Absolutely. It's not just legal, it's your right as a union member. And it requires all nurses' participation to be successful! Federal labor law requires that health care unions send a notice at least ten days in advance of any picket or strike to the employer and to a federal agency so that the employer can make contingency plans. That 10-day notice renders a picket or a strike "legal."



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FAQ: INFORMATIONAL PICKET (CONT'D)

Q: Who can picket?

Everyone. By everyone, we mean **EVERYONE**: all RNs, full-time, part-time, per diem, and probationary nurses—regardless of whether or not you're a member in good standing or (but do become a member in good standing if you're not, because that strengthens our union). Bring family members, friends, neighbors, colleagues, kids, pets, etc.! Other UNAC/UHCP affiliates and other unions (not just at Sharp), plus community supporters, often join as well.

Q: Why involve the community?

We serve and advocate on behalf of the community in which we work every day. The issues we are dealing with directly impact our patients and community. The community needs to hear, understand, and support nurses concerned about issues in the hospital, such as the ability to take sick days when we need them, the inability of many units to retain nurses, disrespect for experienced nurses, nurses not getting breaks, safety, etc.

Q: How do nurses participate?

If a nurse is scheduled to work, they go to work. Those nurses should join the line before and after a shift and on breaks/lunches. If it's a nurse's day off, it is crucial for them to join the line and ask friends and family to walk the line with the other nurses.

Q: What if a nurse can't be there for the entire time?

Nurses come when they can! A picket is usually scheduled for a few different blocks of time during the day so that multiple shifts can join. Nurses come before they clock in, after they clock out, on their break, on their lunch (and if they can't get relieved to take a break or lunch, **they should absolutely fill out a missed break form!** Note: nurses should **always** clock a missed break if they don't get their breaks— otherwise, management disputes that nurses are actually unable to take their breaks, which is what management is doing right now at the bargaining table).

Q: Can I get in trouble if my manager doesn't like that I'm picketing?

No, in fact, it is illegal for managers to discipline or retaliate against any nurse for participating in an informational picket. The National Labor Relations Act explicitly protects participation in this type of union activity.

Q: Is this on paid time?

Nurses participating in an informational picket do so on their own time.

Q: I live far away, though...

Your participation is vital, by showing the strength of all a hospital's nurses on the picket line, we bolster our power at the table and improve our chances to win a contract that benefits all nurses.

Q: What about childcare? Children are welcome and encouraged! A picket line is an energetic, safe, fun place to use outdoor voices to express our demands for better working conditions.