



FREQUENTLY ASKED QUESTIONS ABOUT STRIKES

Why are we striking?

After 20 RN negotiations sessions, informational pickets and powerful strike votes by RNs and Healthcare Pros, Sharp is not doing enough to ensure patient care. Sharp's contract proposals will lead to under-valued employees, insufficient benefits in the San Diego Market and will result in greater under-staffing in the near future and even two-tier wages, ultimately creating greater wage inequality in the San Diego healthcare market.

Ultimately, any strike would be about protecting our patients, our profession, and our licenses, and we don't see Sharp taking these issues seriously enough. Sharp is testing our resolve and unity. Negotiations are about power, imagine what 5,700 Sharp RNs plus 127 pharmacists, occupational therapists, registered dietitians, physical therapists, medical social workers, and speech-language pathologists at Sharp Chula Vista united with the support of the San Diego community can do to convince Sharp management to stop misbehaving and put patient safety first.

When and where will the strike take place?

A three (3) day strike covering all SPNN RNs in the bargaining unit and all of the Sharp Chula Vista Professionals will take place starting: 0700 Wednesday, 11/26 with a return to work on 0700 Saturday, 11/29.

We will be striking for 72 hours, and maintaining picket lines will be held the following times at each of these locations each day Chula Vista Medical Center, Grossmont Hospital and Metro Campus (Memorial, Mary Birch and Mesa Vista):

Wednesday, 11/26: 0700 to 1900

Thursday, 11/27: 0930 to 1130

Friday, 11/28: 0930 to 1300

Saturday, 11/29: 0600 to 0700 (to rally our coworkers back to work)

What is a strike?

During a strike, nurses and represented healthcare professionals do not go to work even if scheduled – we withhold our labor, and we do not get paid. The power of a strike is in showing Sharp that, when we stand together, our work is critical to providing patient care and the functioning of the system – they can't run the Hospitals without us.

We've advocated and raised our concerns about patients and for ourselves in RNACs, staffing objection forms, grievances, petitions, bargaining proposals, and pickets in an effort to get management to pay attention to the issues that are obvious to bed-side nurses and professionals, but to which the C-Suite is oblivious or indifferent. Rather than enduring progressively worse working conditions (which are patients' healing conditions), we would go out on strike to command a larger audience to hear our concerns as well as refuse to continue to endure Sharp's emotional manipulation.



FREQUENTLY ASKED QUESTIONS ABOUT STRIKES

Who will take care of my patients during the strike? Will it be considered patient abandonment?

Absolutely not – by no means does participating in a strike constitute patient abandonment. To the contrary – by standing up for improved staffing, you are advocating for better care for your patients. Federal law requires that the Union give Sharp at least 10 days advance notice before a strike (which we did at bargaining on Thursday, November 13), so that the system has sufficient time to ensure patients are safe, make appropriate arrangements to divert patients, reschedule elective surgeries, and/or to bring in replacement staff (scabs). That legal provision exists precisely so that a hospital has time to plan.

Often before a strike, a Union will have a disaster preparedness team of striking RNs ready so that, if a legitimate emergency (for example, a natural disaster, catastrophic event, etc.) arises, the emergency will be assessed and the decision to provide support through the disaster preparedness team will be made. While we will not abandon patients, the Hospital needs to understand that it cannot abuse or exploit us or our work and then claim we're abandoning patients when we strike to stand up for them and for ourselves.

Who is eligible to strike?

All registered nurses and healthcare pros are covered under the strike notice, regardless of membership status, including employees on Probation, and anyone on LOA. Will I get into trouble if I strike, or if I say I will strike?

It is illegal for Sharp (including any individual manager) to retaliate against workers for participating in protected concerted activities including strike assessments or striking. Report instances of threats, intimidation, guilt, or retaliation to your union representative or officers.

Employees have the federally protected right to engage in a strike under the National Labor Relations Act.

Can my manager ask me if I plan to strike?

Your manager can and likely will ask you if you plan to strike. They legally cannot force you to answer (or punish you if you don't), but the best answer is, "I'm standing with my coworkers to strike for our patients and our profession."

What happens if I'm working at the time a strike starts?

Because the Union gives Sharp a 10-day notice in advance of a strike, which includes the specific time that the strike starts, Sharp is legally obligated to have people in place to take over your patients. You give report, or finish your shift as you normally would, clock out, and leave the unit in solidarity with your coworkers.

What happens if I can't afford to go on strike?

A strike will require sacrifice and it's important that you take steps now to prepare financially for a strike, including picking up extra and premium shifts. Another question to ask is, can I afford to keep working under Sharp's proposals?



FREQUENTLY ASKED QUESTIONS ABOUT STRIKES

Can I use my ESI or request PTO during the strike?

If you put in a request for PTO or ESI after the 10-day notice is given to cover some of the days of the strike, management likely won't grant it.

I have approved PTO during the strike, what does that mean for me?

Sharp should continue to honor any approved PTO – in the Union's legal opinion, Sharp would be breaking the law (not to mention our contract) by rescinding approved PTO just because of protected Union activity. Even if you are on PTO, you are encouraged and certainly legally able to join the picket lines. Remember, our power is our numbers.

How are health insurance benefits affected during a strike?

If you are an employee for any day during the month a strike is called, you will maintain health insurance coverage for at least that month under law.

What three (3) actions can each SPNN nurse and Chula Pro do to bolster a strike's success?

1. Make sure you're a due paying member in good standing, and that your coworkers are too. Management views our membership numbers as a barometer of our strength and unity.
2. Do not cross the strike line and tell your fellow nurses and Chula Vista Pros not to either!
3. Become a strike captain—help organize your unit to make sure everyone has accurate information and knows what to do when.

Do I just not show up at work during the strike?

Correct. You will show up to the strike line instead.

If we strike, will we win everything the Union proposed?

There is no guarantee that a strike will change management's last proposal at the table. We could win much more than what management last proposed, or we may not. One thing is certain – if we don't strike, we will end up accepting whatever management's last proposal is. Nurses voted by 97% to strike and Chula Pros voted by 93% - that is a mandate by the bargaining units, telling the bargaining teams to push hard for what we deserve. The ability to strike is our right and our ability to show management that we will not be dictated to or bullied, and that we will fight for our patients and our profession.

What happens when the strike ends – do we keep bargaining?

Yes. We keep bargaining in good faith until we reach a contract. Our UNAC siblings at Kaiser recently concluded their 5-day strike and returned to the bargaining table.