



CALIFORNIA  
NURSES  
ASSOCIATION



National  
Nurses  
United

# Strike Manual

## *for Kaiser Permanente 2014*



Strike Hotline  
510-273-2235

# GENERAL INFORMATION

## Picketing:

Plan to picket for 8 hours. Picketing is scheduled for 7:00am – 7:00pm on the days of the strike. Look for a schedule of rallies and other events in your facility. There will be picket duty sign up sheets on your unit.

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# WHAT DO YOU DO?

## CNA-REPRESENTED NURSES:

There is NO need to give notice or call in your intent to strike. CNA's issuance of a strike notice is notification to Kaiser that you will not be at work the days of the strike. On the day of the strike you should show up on the picket line. Report to the designated picket captain, sign in and pick up a picket sign.

## NURSES WORKING NIGHT SHIFT BEFORE THE STRIKE:

It is the Medical Center's responsibility to provide someone to report off to. RNs working the night shift before the strike starts should report off to a supervisor at the end of their shift and come out to the picket line. RNs whose day shift starts before 7:00am (for example, 5:00am or 6:00 am) should report to work, then report off to a supervisor at the strike time and leave.

The Medical Center will have time to make arrangements for the strike. We have given a ten-day notice of strike so that management can make arrangements for the care of the patients. Be prepared for pressures that will be place upon you and the uncomfortable feelings you may experience.

**If you are asked by your Manager whether you are going to strike, you may say:**

*"Yes," or "I'd rather not discuss it."*

**QUESTIONS AND PROBLEMS SHOULD BE DIRECTED TO YOUR LOCAL STRIKE CAPTAIN.**

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# Frequent Ways Kaiser Management Has Attempted to Undermine RN/NP Unity and Power in the Past

## Tactics Kaiser Management Has Used and Is Using to Attempt to Undermine RN Unity & Power

In 1997–1998 when we struck to preserve standards of patient care and our benefits, Kaiser management unsuccessfully tried all of the tactics below to divide and weaken the nurses.

We can anticipate that they will again attempt to use these tactics, and new ones too. Through our unity and our commitment to our patients, Community, and co-workers, nurses will demonstrate to Kaiser what it means to be a nurse.

1. **Falsely claiming the strike is illegal.** We have the right to strike. Kaiser is attempting to undermine that right because they see the strength and size of the potential strike.
  2. **Telling nurses they are “lucky” to have a job in this economy.** Kaiser is successful because of the care that nurses provide everyday. Kaiser is lucky to have such a caring, committed and dedicated group of RNs that work for them.
  3. **Attempting to try and make the nurses feel guilty** for standing up for their patients, community and co-workers. Kaiser Management is the sole party responsible for placing nurses in the position where they have to stand up for the patients, community and co-workers. Kaiser has had record breaking profits the last 5 years, \$2.7 Billion in profits in 2013 and by June of this year have made \$2.1 Billion already.
  4. **Your Manager making a personal appeal to you to cross the picket line.** This strike is not personal in relation to your Manager. Unfortunately, Kaiser has a corporate agenda to increase their profits at the expense of the health and safety of Kaiser patients nurses. Defending our communities against this agenda has nothing to do with your individual relationship with your manager.
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## FREQUENTLY ASKED QUESTIONS

- Q: If an RN/NP is on vacation when a strike begins, or is scheduled for vacation during the strike, what happens to vacation time and pay?
- A: If the nurse is already on vacation, s/he is okay; if the nurse is scheduled to go on vacation during the strike, the Hospital may attempt to cancel your vacation. They are not allowed to do this.
- Q: What happens to leave status (personal, maternity) if on leave during a strike (does time accrue, seniority accrue)?
- A: Nurses on medical leaves will probably not be considered to be “on strike.” Leave time and seniority will not accrue unless negotiated.
- Q: Should a newly hired nurse or new graduate nurse come to work or honor the picket line?
- A: Federal labor law protects all concerted activity, including strikes. New hires and new grads should honor the picket line. NO RN/NP should cross the picket line as a strikebreaker under any circumstances.
- Q: Can Management discipline or fire me for striking?
- A: No, Management can not discipline or fire you for striking. Federal labor law protects all concerted activity including strikes. All RNs/NPs should honor the picket line. No RNs should cross the picket line as a strikebreaker under any circumstances.
- Q: I’m working the night before the strike. What should I do when the strike begins? What if my shift starts before the strike time?
- A: It is the Medical Center’s responsibility to provide someone to report off to. We have given them sufficient notice to make arrangements for a strike. If no one replaces you, report off to a manager. If your shift starts before the strike start time, show up to work and then report off to a manager at strike time, then join your co-workers on the picket line.

Q: I am concerned about my patients' safety. How do I know the Medical Center will adequately take care of the patients? A: We give a ten-day notice to the Medical Center so that they will divert patients, stop admitting patients, and otherwise take responsibility. In addition, we will organize a Patient Protection Task Force from nurses on the picket line. At the discretion of the Task Force, picketing nurses will give emergency care after the strike begins. The task force will make a professional assessment of each situation and will, if it deems necessary, assign a nurse to the patients.

Q: What happens if the strike settles?

A: You need to report for work if you are scheduled to work. Call the hotline to get the latest information.

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## PICKETING

### The Strike

On the days of the strike, you do not work or take call at the Medical Center for any reason. You honor and support the picket line. We will make it clear to the hospital that nurses are ready and available to work immediately following the two-day strike.

### Our Right to Picket

The first Amendment of the U.S. Constitution and California State Law both protect your right to peacefully picket to publicize bargaining disputes. The U.S. Supreme Court has stated that peaceful picketing which is designed to inform and persuade the public is within the area of free speech guaranteed by the First Amendment of the Constitution.

### Food, Children and Pets

Well-behaved animals can add to the morale and spirit of a picket line, but be aware that it can be upsetting for animals. If you do bring an animal, make sure that you clean up appropriately. Children should be encouraged to picket with the parent to help them understand their parent's position. Other family and friends are also welcome.

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## Patient Protection Task Force

### What happens to the patients during the strike?

- a) **Ten-day Notice:** No registered nurse will just "walk off" the job. Before actually striking, CNA will give the Medical Center ten days advance, written notice. Several days before the strike, the Medical Center should stop admitting new patients, and begin the process of transferring all patients who can safely be moved.
- b) **Emergency Care:** A Patient Protection Task Force will be formed prior to the strike. At the discretion of the Patient Protection Task Force, emergency care will be provided after the strike begins. The task force will make a professional assessment of each situation where assistance is requested and will, if it deems necessary, assign a nurse to care for the patient.

To sign up for the Patient Protection Task Force please call your Labor Representative.

