STRIKE MANUAL

For

Sutter Health Facilities

2011

Strike Hotline
(510) 433-2798
GENERAL INFORMATION

One-Day Strike at Sutter Health Facilities

Date: Thursday, September 22, 2011 to September 23, 2011

Time: Begins 7:00 AM on 9/22 \ Ends 7:00 AM on 9/23

Rallies: Noon Rallies at Several Facilities, See Locations, Below

WHICH SUTTER FACILITIES ARE ON STRIKE? Note Rally Locations
1. Alta Bates Summit: Alta Bates Location (Berkeley), Herrick Location (Berkeley), Summit Location (Oakland)  NOTE: SUMMIT CAMPUS NOON RALLY
2. Eden Medical Center: Eden Location (Castro Valley), San Leandro Hospital (San Leandro)  NOTE: EDEN CAMPUS NOON RALLY
3. Mills Peninsula Health System: Peninsula Campus (Burlingame), Mills Campus (San Mateo)  NOTE: PENINSULA CAMPUS NOON RALLY
4. Novato Community Hospital (Novato)
5. Sutter Medical Center Santa Rosa (Santa Rosa)  NOTE: SANTA ROSA NOON RALLY
6. Sutter Delta Medical Center (Antioch)  NOTE: SUTTER DELTA NOON RALLY
7. Sutter Solano Medical Center (Vallejo)
8. Sutter Lakeside (Lakeview)

PICKETING ON SEPTEMBER 22ND
Plan to picket for 5.5 hours. Picketing is scheduled for 7a.m. to 11 p.m. on Thursday, September 22nd. There will be picket duty sign up sheets on your unit. Strike shifts will be as follows:

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<th>Time</th>
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<tr>
<td>0700</td>
<td>1330</td>
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<td>1230</td>
<td>1830</td>
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Notification: There is NO need to give notice or call in your intent to strike. With a 10-day notice, CNA has already notified your employer that RNs will be on strike. Show up and sign in on the picket line and report to a designated picket captain.

Our Right to Picket: The Constitution’s First Amendment and California State Law protect the right of peaceful picketing to publicize a dispute. The U.S. Supreme Court has stated that peaceful picketing, designed to inform and persuade the public, is free speech guaranteed by the First Amendment.

Food, Children and Pets: Pets can add to the morale and spirit of a picket line, but be aware that horns, and chanting, are a lot of commotion for animals. Make sure your pets can
handle the activity, and please clean up appropriately. Children should be encouraged to picket with their parent to help gain an understanding of the reasons for striking. Other family and friends are of course welcome.

**WHAT YOU SHOULD KNOW**

**NURSE WORKING NIGHT SHIFT BEFORE THE STRIKE:** It is the Medical Center’s responsibility to provide someone to whom you give report. RNs working the night shift prior to the start of the strike should report off to a supervisor or manager at the end of their shift and come out to the picket line. RNs whose day shift starts before 7:00 am (for example, 5:00 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. Our 10-day notice of strike provides adequate time for management to make arrangements for the care of the patients.

Be prepared for pressures that will be placed 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," or "I haven't decided."

Questions and problems should be directed to Nurse/Tech Negotiators or your Labor Representative.

**LABOR REPRESENTATIVES AND CONTACT INFORMATION**

Your Labor Representative, and Contact Information:

Mike Brannan, 510-273-2268, mbrannan@calnurses.org (Eden, San Leandro)
Alicenne Passavanti, 510-273-2222, apassavanti@calnurses.org (ABSMC—Alta Bates/Herrick/CHEU)
Khadijah Kabb, 510-273-2269, kkabba@calnurses.org (ABSMC—Summit, Delta)
Ben Elliott, 510.273.2278, belliott@calnurses.org (Lakeside, Santa Rosa)
Mark Mitchell, 510-433-2745, mmitchell@calnurses.org (Mills Peninsula, Novato)
Shawn Bartlett, 415-261-3276, sbartlett@calnurses.org (Mills Peninsula, Solano)

**PATIENT PROTECTION TASK FORCE, PATIENTS DURING A STRIKE**

**Ten Day Notice:** No Registered Nurse will just “walk off” the job. Before actually striking, CNA/CHEU gave 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.

**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 or Tech to care for the patient.
To sign up for the Patient Protection Task Force please call your Labor Representative or send him/her an email to notify them of your interest in being on this task force. A list of Labor Representatives and their contact information are noted above.

FREQUENTLY ASKED QUESTIONS

Q: If an RN 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 probably okay; if the Nurse is scheduled to go on vacation during the strike, the Hospital may cancel.

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 strike?
A: Federal labor law protects all concerted activity, including strikes. New hires and new grads should honor the picket line. NO RN 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: See section above, entitled Nurses Working Night Shift Before the Strike.

Q: I am concerned about my patients' safety. How do I know the Medical Center will adequately take care of the patients?
A: See above, section on Patient Protection Task Force, and what happens with patients.

Q: What happens if the strike settles?
A: You need to report for work if you're scheduled. Call the hotline to get the latest information.

Q: Is it legal for the Medical Center to lock me out after the strike is over?
A: Yes, unfortunately, the way the law is written now, it is possible for the Medical Center to replace/lock striking RNs out, but given the difficulty of finding RNs to staff regular shifts, it's not likely it could find replacement RNs in sufficient numbers for a lockout of long duration.

Q: What do I do if I am scheduled to work and the Medical Center has announced they will lock out all RNs who honored the picket line?
A: You should call the hotline at (510) 433-2798.

Q: How will I know when the lockout period is over?
A: The Medical Center will make that announcement. We cannot control what the Medical Center decides to do. As soon as we get the information, it will be on the Hotline.

Q: I can afford to be out for a one day strike, but can’t afford to be locked out for any duration---what do I do?
A: Sign up now for a registry so you can work if you need to. Registry info is contained in this manual. Picking up extra shifts now, or working per diem at other hospitals will help.

Q: Will management lock me out for sure?
A: This retaliatory action differs from employer to employer. Sutter notoriously institutes a lockout as a means to punish Nurses, claiming the need to secure travelers for a minimum of more than 1 to 3 days. We know how untrue this is because other employers don’t institute lockouts.

SOURCES OF REGISTRY WORK
Registries will need the following documents: Record of exposure or vaccination for rubella and rubella; proof of negative TB test or chest x-ray (most require within 6 mos); proof of titer for mumps (some require this); physical or letter of good health from physician within the year; Social security card and driver’s license or passport or valid green card; your nursing license; current BLS card; ACLS card for critical care units/PACU/OR (some require this); and PALS or NRP for specialty units.