

Parkview Registered Nurses Association



QUESTIONS AND ANSWERS ABOUT GOING ON STRIKE AT PARKVIEW HOSPITAL

Q. WHY STRIKE? CAN'T WE SIMPLY CONTINUE TO NEGOTIATE?

Parkview nurses would never make a decision to strike lightly. UNAC/UHCP members haven't conducted a strike since 1980. However, management gave the Union a "last, best and final" offer that shows a lack of respect for our hard work and dedication to caring for our patients, and has committed unfair labor practices by awarding overtime shifts to outside RNs and created new, unsafe staffing assignments. Our only recourse is to strike. We cannot force management to continue negotiating if they take the position that they are finished and no longer want to talk. By going on strike, we will show that we refuse to accept this unacceptable contract offer and unfair labor practices.

Q. WHO DECIDED THAT WE SHOULD STRIKE PARKVIEW?

You did. Contract ratification/strike meetings were held throughout the day on Thursday, June 19. Voting by secret ballot, the overwhelming majority of Parkview nurses voted to strike.

Q. WHY SHOULD I PARTICIPATE IN A STRIKE? I LIKE WORKING AT PARKVIEW AND TAKING CARE OF MY PATIENTS.

Patients are our top priority. After more than three months of trying to negotiate a fair contract at the bargaining table, a strike is our next step in fighting for respect from management and quality care for our patients. If you are not satisfied with management's "last, best, and final" offer, striking sends an important and strong message. When you and your co-workers stand together, you have more strength at the bargaining table to get what is important to you and your patients.

Q. WHAT IS A 10-DAY NOTICE, AND WHY DO WE HAVE TO GIVE ONE TO PARKVIEW?

Once Parkview nurses vote to authorize a strike, thereby giving their Union leadership direction to conduct a strike, the National Labor Relations Act requires the Union to give Parkview management a 10-day notice of its intent to strike. The law requires this advance notice so that Parkview has the necessary time to move patients, cancel elective procedures, and/or hire short term replacement nurses.

Q. IS THAT TEN BUSINESS DAYS OR TEN CALENDAR DAYS?

Ten calendar days.

Q. WHEN AND FOR HOW LONG WILL WE STRIKE?

The 10-day notice must detail the date and time, and for how long, Parkview nurses will strike.

Q. DO I HAVE TO TELL MANAGEMENT IF I INTEND TO STRIKE OR NOT?

No, you do not have to tell management of your intent to either strike or cross the picket line. In fact, it is illegal for management to even ask you the question. If a manager asks you if you will go on strike, simply state "it's none of your business," or "I haven't yet decided." Please contact the Union office at 909-599-8622 if asked this question so that we can follow up and make sure that you are not harassed again.

Q. HOW LONG WILL WE STRIKE?

At this time, we do not know. In healthcare, one-day strikes are the most common. The 10-day notice will describe our intent as to how long and where.

Q. WHO WILL TAKE CARE OF MY PATIENTS?

Please know that you are not abandoning your patients. The intent of the 10-day notice is to allow time for Parkview management to transfer patients and/or hire temporary replacement nurses.

Q. WILL PARKVIEW LOCK ME OUT IF I STRIKE? WHAT DOES IT MEAN TO BE LOCKED OUT?

At this time we do not know Parkview's intent regarding a lock out. Being locked out by the employer means that Parkview will refuse to let you return to work on a normally scheduled work day if they are still paying for temporary replacement nurses. For example, if Parkview nurses strike on a Monday and you participate, and if you are next scheduled to work on Wednesday, and Parkview hires nurses for a three-day replacement period, you would be locked out on Wednesday and not allowed to return to work until Thursday at the earliest.

Q. CAN I LOSE MY JOB IF I STRIKE? CAN I BE PERMANENTLY REPLACED?

No, as long as you do not violate existing Parkview policies, particularly with regard to calling off sick. We expect Parkview to temporarily replace nurses who strike with outside agency nurses, but only for a very limited time. And since we intend to conduct an unfair labor practice strike, federal law prohibits Parkview from permanently replacing you. Realistically, they couldn't replace you even if the law allowed it given the nursing shortage.

Q. CAN I CROSS THE PICKET LINE?

We encourage you to honor the picket line and not cross it. But this is a decision each individual nurse must make. You can cross a nurse picket line if you choose.

Q. CAN I CALL IN SICK ON THE DAY OF THE STRIKE?

No, do not call in sick, (unless you are, in fact, sick). Calling in sick on the day we are striking could lead to disciplinary action by management.

Q. CAN I USE PTO DURING THE PERIOD OF THE STRIKE?

No, you cannot use paid time off while you are striking, unless it is for time that was previously scheduled prior to the strike.

Q. WHAT CAN EACH NURSE DO TO PREPARE FOR A STRIKE?

You can stay in contact with Union officers and UNAC staff representative. You can volunteer to be an action team member for your unit and help with communication between the RN members in your unit and our Union.

Q. WHAT CAN I DO TO OFFSET MY LOSS IN WAGES DUE TO A STRIKE?

You should proactively sign up for registry shifts and/or pick up extra shifts at another job.

