

PRMCE PRO / TECH STRIKE & PICKETING FREQUENTLY ASKED QUESTIONS

STRIKE HOTLINE: 1-866-210-3000
UFCW 3000 STRIKE HEADQUARTERS:
Snohomish County Labor Temple,
2810 Lombard Ave, Everett, WA 98201

The nurses at Providence Regional Medical Center Everett (PRMCE), will be going out on an unfair labor practice strike on November 14 at 6am to November 19 at 6am. While PRMCE will try to position them as greedy because they did not accept their contract offer, they are fighting to improve staffing levels at PRMCE for the patients and community. PRMCE is not considering in good faith the RNs common-sense proposals to resolve staffing and patient safety issues. Going on strike is not a choice the RNs make lightly, but it is evident that the RNs must that this action to obtain a contract. The RNs stand united for a fair process and good contract.

DO I CROSS THE PICKET LINE AND GO TO WORK?

Our Union contracts have language that prohibits us from participating in another bargaining units strike while our contracts are in effect. This means we cannot strike with PRMCE nurses- we must report to work our scheduled shifts. However, we can join the picket line before or after work or on our days off and invite friends and family to participate. We recommend not joining the picket line during meal breaks.

WHAT CAN YOU DO TO SHOW SOLIDARITY WHILE YOU ARE WORKING?

You should wear UFCW 3000 buttons or other gear, like bandanas, or blue and yellow scrubs. Please wear them each day. One of the most important things you can do is to share stories about what is happening at the hospital. Please keep your Union Representative informed on what is happening and if there are any stories that could make strikers feel empowered. Our job during the strike is going to be to show solidarity- both visually and with our actions. See FAQ questions below on the rights to object to working assignments.

Join the strike line before or after work or on our days off and invite friends and family to participate at the Pacific/Pavilion Campus or Colby Campus.

CAN I BE ASKED TO DO WORK OUTSIDE OF MY USUAL DUTIES?

One of the most powerful things we can do to affirm our scope of work is question and object to improper assignments that are changes to our normal working conditions. You also have a responsibility to provide good patient care and make sure no person is harmed. If management asks us to do something that you are uncomfortable with, is unsafe, or outside of our normal responsibilities- you have the right to object and state why.

Objections can include any personal reason that we feel strongly about- including your licensure, patient safety, insufficient training, or not in our job description. We have the right to push back and encourage managers and replacement workers to do the additional tasks asked of us. However, we only get to refuse if it is an abnormally dangerous assignment.

We have the right to object- but if we refuse it may be considered insubordination. Our job is to object on why an assignment is improper, and if management insists on us doing the work, we should comply, document the scenario, and call our Union Representative if you have questions. If you feel unequipped or unsafe for any reason, report it to your Union Representative as well.

Scheduling, Overtime, Low Census, and all other provisions of our contracts remain in effect and should be adhered to. Please refer to your Union contract: ufcw3000.org/contracts

DO I HAVE TO COME IN ON MY DAYS OFF AND WORK EXTRA SHIFTS/HOURS (APPLIES TO PRMCE TECHS AND PROS)?

PRMCE Techs Article 8.3 Work Schedules

"...The Employer shall have the right with twenty-four (24) hours' notice to change work schedules of the least senior qualified employee in the classification to meet the changed condition. The Employer will first seek volunteers who can cover the change without creating overtime."

PRMCE Pros Article 8.3 Work Schedules

"...Except as required by patient-care conditions (including an unanticipated shortage of staff) or low census conditions, individual scheduled hours of work set forth on the posted work schedule may be changed only by mutual consent of the employee and the manager."

CAN YOU BE FORCED TO TAKE PTO OR FURLOUGHED WITHOUT PAY?

Management may ask for volunteers to take unpaid time off or to use educational time- deciding to do so is up to you.

For more information go to: UFCW3000.org/strike

WWW.UFCW3000.ORG

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