

PROVIDENCE SACRED HEART SERVICE AND MAINTENANCE UNIT FREQUENTLY ASKED QUESTIONS ABOUT THE ULP STRIKE

As you may know, there is scheduled to be a strike at Sacred Heart next week. This Unfair Labor Practice strike is over the Providence Sacred Heart **Technical Unit** Collective Bargaining Agreement and Providence committing several unfair labor practices that include making changes in the workplace without first negotiating and skirting the bargaining process by attempting to direct deal and coerce staff. **This strike does NOT include the Service and Maintenance agreement.** There has been some confusion due to emails Providence Sacred Heart management has sent that did not specify which departments are going on strike. All Technical staff will be out on a ULP strike beginning at 2pm on Monday, April 22, and continuing until 8:30pm on Tuesday, April 30.

There are questions around what Services and Maintenance staff should expect when the strike happens. Here are some common questions we have been asked.

DO I CROSS THE PICKET LINE?

Service and Maintenance employees are required to work their regularly scheduled shifts during the time that the technical staff are on strike per Article 13 of your contract. Service and Maintenance staff should not join the strike line while on lunches or breaks. If you would like to support the strike lines on your own personal non-work time, your fellow UFCW 3000 members in the Technical unit would really appreciate the show of solidarity!

HOW CAN WE SHOW SOLIDARITY WHILE AT WORK?

You should wear UFCW 3000 buttons and solidarity stickers, and blue or yellow scrubs. Get creative and please wear them each day! One of the most important things you can do is to share stories about what is happening in the hospital. Please keep your Union Rep informed on what is happening and if there are any stories that could make strikers feel empowered. Our job during the strike is to show solidarity- both visually and with our actions. If management instructs you to remove your buttons and/or stickers, you should comply with their request but report the incident to your Union Rep.

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

One of the most powerful things you can do to affirm your scope of work is question and object to improper assignments that are changes to your 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 you feel strongly about- including your licensure, patient safety, insufficient

training, or that it's not in your job description. You have the right to push back and encourage managers and replacement workers to do the additional tasks asked of you. However, you only refuse a task if it is an abnormally dangerous assignment.

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

No, after the schedule is posted, changes to the schedule can only be made with mutual consent. Out of support for your fellow UFCW 3000 members we ask that you consider not picking up any extra shifts.

7.8 Schedule Posting. Work schedules of shifts and days off (including call schedules) for a six (6) week period will be posted three (3) weeks in advance. After posting, the schedule may only be changed by mutual consent.

CAN I 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. They must continue to follow the Low Census process that is in your contract.

WHAT ELSE CAN WE DO TO HELP?

Invite your family and friends to join the Techs on the strike line! Also, If you are not working at the time, you are invited to join Technical staff and community allies at an evening solidarity rally on Wednesday, April 24, at 7pm over in Cowley Park (next to the hospital at 7th & Division St.)

If you have any questions or concerns on the Service and Maintenance contract, please contact Union Representative Lenaya Wilhelm, 360-409-0556.

Find all the latest Union updates in one place: UFCW3000.org/strike >>



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MEMBER RESOURCE CENTER 1-866-210-3000

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