

# Frequently Asked Questions

## **When will the strike notice authorization vote take place?**

The strike notice authorization vote will be held on Sunday, Feb. 15 in three meetings: 8-10 am, noon-2pm, and 4-6pm at the Union Hall at 121 Brightridge Avenue in East Providence.

## **Does a strike notice authorization vote mean we're going on strike?**

No. A strike notice authorization vote does not mean we're going on strike. Many more steps would have to happen before any strike, including a second vote by the members to specifically authorize a strike.

The purpose of the strike notice authorization vote is to send management a message and give the Negotiating Committee more leverage to get the Hospital to put a fair offer on the table.

## **What action would the strike notice authorization vote allow our Bargaining Committee to take?**

In health care, unions must give ten days warning of a possible strike. A strike notice authorization would give the Negotiating Committee the right to give Lifespan a 10-day notice.

## **If the vote is approved, will the Negotiating Committee immediately issue a 10-Day Notice?**

No. Voting to authorize a strike notice does not mean we will issue a 10-day notice right away. We will continue to negotiate and try to reach a fair agreement.

A strong Yes Vote will send a message of unity to the Hospital and give the Negotiating Committee more leverage to win a fair contract.

A No Vote would send management the message that we are not united. Management would have very little reason to make a fair contract offer.

## **How does a 10-Day Notice work?**

If the Hospital continues to make unacceptable

demands that would threaten your job and your future, the Negotiating Committee could issue a 10-day notice to the Hospital.

The 10-day notice would give management time to make arrangements for patient care and to stop elective procedures.

It also would create a window for negotiations to continue and for management to put a fair offer on the table to avoid a strike.

## **How does a decision to strike get made?**

Before any strike, a vote would be held for members to decide whether or not we should go on strike. If management has made a contract offer, members would get to vote to accept or reject that offer.

The bottom line is there can be no strike without a second vote by the members to go on strike.

## **If there was a strike, how long would it last?**

A strike would be short. A strike can be as short as 1 or 2 days. Members would decide that as part of the strike vote.

A short strike can be very powerful because the Hospital would have to pay a huge amount of money to temporary replacement workers.

A strike would also draw media attention and give us a very public platform to raise our concerns about good jobs and patient care.

## **What about a lock-out?**

If the contract is expired, management could lock us out. But a lock out is not in the Hospital's interest. Under state law, locked-out workers are eligible for unemployment. Lifespan would have to pay the entire cost of our unemployment benefits and also pay for expensive scabs to temporarily replace us.

It makes much more sense for the Hospital to negotiate a fair contract than to try to lock us out.



## **Get Answers to Your Questions. Come to the Contract Meeting & Vote.**

If you have a question, call the Contract Hotline at 888-837-4536. Hit any key and leave a message with your question or comment. We will try to answer every question at or before the Contract Meetings.

