

FAQ- HOW EVERYONE CAN STRIKE TOGETHER

Do I need to provide individual notice that I won't be at my shift?

No. You are covered by the 10-day notice our union sent, and individual notice isn't necessary. Furthermore, if you are asked by your supervisor about your intentions to report to work, it is best not to answer this question, and please let a bargaining team member or your labor representative know.

If I work on the night of the 17th into the 18th, what do I do at 5:30am?

Our expectation is that Providence should have someone there to relieve you in order to conclude your shift at 5:30am. If you have not been able to provide report and handoff your patients, please remain with them until you are able to provide report, per OSBN standards. We will be providing support for nurses during handoff and use your resources to escalate to get relief. Protect your license first, and join us on the picket line second. Please refer to our document on Patient Handoff Document as well.

I work on the 18th at 7:00 am, what do I do?

Don't report to work and join us on the picket line. You don't need to call or notify your manager or St. Vincent.

I work on the night of the 20th what do I do?

Don't report to work. You only expected to work during shifts that start after 6:00 AM on the 20th.

Is it patient abandonment if I handoff my patients to leave for the strike?

No, please just protect your license and ensure that you provide information about your patients to a qualified person. Per OSBN, a qualified person is defined as nursing personnel or other health professional who can continue to care for the patient or make arrangements for others to continue the care of the patient. This will likely mean managerial or supervisory employees who will now be working as floor nurses. Remember, protect your license first, and join us on the picket line second. In the event a qualified person does not arrive to relieve you at the end of your shift, initiate the chain of command structure and

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document it. Please reach out to your Joseph West 503-449-2083 if you are having trouble with handoff.

What will happen to my health insurance if I strike?

Since our strike is scheduled to end Friday June 21 at 6:00 am, we don't anticipate any impact whatsoever on health benefits. If you experience impacts, please reach out to your labor representative Joseph West 503-449-2083.

What if I am a nurse resident or on my probationary period? Am I allowed to strike?

Yes, you have every right to strike that any other worker has. If you experience any consequence for striking, please reach out to your labor representative Joseph West 503-449-2083.

What if I'm a Prov Scholar, can this impact the terms of my agreement with them?

No, it should not affect your agreement with them,. , You have the same right to strike that any other worker has. If you experience any consequence for striking, please reach out to your labor representative Joseph West 503-449-2083.

What if I'm not a member, can I be required to work?

No, everyone can participate in the strike even non-members. Our RN bargaining team is asking everyone to join them on the strike line so all of us can win our strike together.

Can I work Share Care at other Prov facilities?

No, that would be crossing the picket line, and Providence would likely want you at PPMC if you were willing to work.

If I'm not sure I can afford to strike, what do I do?

We expect that everyone will get a full paycheck during the strike. The impacted paycheck should be the following pay check, and that gives us time to marshal our resources to

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provide support for striking workers as needed. We do not have the resources to provide pay replacement, but we can provide support through our hardship fund for folks with hardships that they cannot pay for otherwise like rent, mortgages, student loans, or major bills. We ask that you prepare as much as possible and ask for relief from creditors prior to accessing the hardship fund, but we will provide as much support as we possibly can.

How do I apply for the hardship fund?

You can find information about the hardship fund on <https://www.oregonrn.org/page/provstrike>

Who makes decisions about the hardship fund?

A committee of nurse across Providence led by our bargaining unit's treasurer, Katie Moslander, and other treasurers will be evaluating requests. We will provide as much support as we possibly can.

Where do I go when the strike begins?

Our strike HQ will be onsite, in-front of the medical center. Join us for your first shift and we'll get to it!

Where do I park?

You can park at the sunset transit center and walk over to the strike line.

How many picket shifts do I sign up for?

Our presence on the picket line will demonstrate our support and resolve to Providence. Please sign up for as many as possible, but we ask that everyone sign up for at least two shifts.