



WSNA

WASHINGTON STATE NURSES ASSOCIATION



What exactly is an info picket?

So, what is an informational picket?

If we're scheduled to work, we still work. On our own time (day off, before shift, or on a break), we march, carry picket signs, and hand out leaflets on the public sidewalks in front of the hospital to amplify concerns to the hospital's leadership and to the community. An informational picket is **not** a work stoppage or strike, and we are **not** asking anyone to strike or to withhold goods or services from the Hospital.

Is it similar to a strike?

No, during an informational picket, nurses continue to go to work and continue to be paid for the work that they do. Staff scheduled to work should go to work. Patients scheduled for care should go and get their care. If a nurse is working, they are free to come join the picket line before or after their shift, or on a break.

At a strike, nurses do not go to work and do not get paid – nurses can't use annual leave to cover time during a strike either. A strike is an important tool that unions have, but they are a tool of last resort that only happens after a substantial majority of nurses vote to hold one.

Is an info picket legal?

Absolutely. It's not just legal, it's your right as a union member. And it requires all nurses' participation to be successful! Federal labor law requires that healthcare unions send a notice ten days in advance of any picket or strike to the employer and to a federal agency so that the employer can make contingency plans. That 10-day notice renders a picket or a strike "legal."

Who can info picket?

Everyone. By everyone, we mean EVERYONE: any nurse (all RNs, full-time, part-time, per diem, probationary nurses), family members, friends, neighbors, colleagues, kids, pets, etc! Other unions (not just at the hospital) often join as well.

Note: members of other unions should check with their union rep to confirm whether their contract permits them to join a picket during the contract term. There are lots of ways for them to support the cause away from the picket line too.

Why involve the community?

Nurses serve and advocate on behalf of the community in which they work every day. The issues we are dealing with directly impact them. The community not only needs to hear but will understand and support why nurses are concerned about issues in the hospital like a lack of staffing, a hospital's inability to recruit and retain nurses, nurses not getting breaks, safety, etc.

How do nurses participate?

If a nurse is scheduled to work, they go to work. Those nurses should join the line before and after a shift and on breaks/lunches. If it's a nurse's day off, it is crucial for them to join the line and ask friends and family to walk the line with the other nurses. A nurse can come just for a short time, or for a long time! Whatever they can. Nurses are not paid for their attendance, as it is on their own time

Can I get in trouble for informational picketing?

No! It is unlawful for the Hospital to retaliate against you for participating in an information picket. If you feel like you have been retaliated against, let your union representative know immediately.

Are there rules for the informational picket?

Yes! To keep our info picket an energetic, safe, and fun place, every participant should ensure that they maintain orderly and peaceful picketing. Everyone should stay on public property like sidewalks and not go on Hospital premises. In addition, we will not block any entrances or exits to the Hospital, or interfere with anyone entering or leaving the Hospital. If a passerby asks you questions about what we are doing, feel free to tell them! But if a problem arises, get your Union representative, don't engage directly. Lastly, be sure to follow any instructions given by your Union representatives or nurse picket captains.

What about childcare?

Children are welcome at the informational picket!

Questions? Contact Ryan Rosenkranz at rosenkranz@wsna.org