

November 10-17, 2016, Nurses Protest – Q&A No Voluntary Extra Shifts and No Voluntary OT Action

Tacoma General Nurses came together last week and spoke with one voice: *Time for action!* We have had enough and we are fed up with management's unfair labor practices including unlawful surveillance, intimidation and lack of respect for our profession and our rights!

Q. I already signed up for extra shifts or overtime for the week of November 10-17. Should I work the shifts I have already signed up for the week of November 10-17?

A. **Yes you should.** Federal law protects your right to refuse to work as a protest action. At this time WSNA is calling for a refusal to work *voluntary* overtime and extra shifts during the week of November 10-17. This means that you should work all of your shifts that you are currently scheduled to work during the week of November 10-17.

Do not sign up for any extra shifts or overtime November 10-17.

Q. What if I am ordered to work an extra shift or overtime by my manager?

A. First, make sure your manager understands that you are declining to work the extra time and confirm that the order to work is a mandatory order. You should comply with a mandatory order to work. After you complete the forced additional hours, contact WSNA Nurse Representative Sara Frey at (206) 575-7979 Ext 3039 or sfrey@wsna.org who will help you report the violation to the authorities.

Q. I am represented by WSNA. What should I do if I get disciplined for declining to work extra shifts or overtime?

A. Contact WSNA Nurse Representative Sara Frey immediately. WSNA will defend your rights under state and federal law.

Q. I'm not a member of WSNA but work at Tacoma General and want to help. How can I help the protest of TG's unfair labor practices?

A. Join in solidarity with the RNs who are standing up for patients and taking action. If you are covered by another union contract, please contact your union representative to discuss how you can lawfully show your support.

We urge **per diem nurses** to refuse voluntary extra shifts above your minimum requirements. You can lawfully honor WSNA's concerted effort to refuse to pick up voluntary extra shifts during the week of November 10-17. However, if you are ordered to perform work, you should perform the work.