**WHY DO NURSES STRIKE?**

 Strikes are union nurses' most powerful tool when multi-billion dollar health systems refuse to listen to caregivers and patients! The value of our work and ONA nurses' strength in numbers make a strike a very powerful form of leverage at the bargaining table. Health care workers with the highest contract standards like Kaiser and even in the Providence System have utilized strike declarations and made substantial improvements, like Kaiser Workers' benefits packages and Providence's Swedish Hospitals' Nurse Staffing language and EIT Protection.

**WHAT IS A STRIKE AUTHORIZATION VOTE?**

When a negotiating committee has exhausted every option at the bargaining table, they can ask their coworkers to vote yes in supporting their bargaining team and declaring a strike if things don't change. In the Pacific Northwest, Kaiser workers in OR, WA and CA; and Providence Swedish Hospital workers in WA recently held successful strike authorization votes. Like those strike votes, our bargaining teams began negotiating six months ago but are without a commitment on most ONA nurses' top priorities including safe staffing, affordable health care, stronger patient safety standards and fair compensation.

**HOW DO WE DECIDE TO GO ON STRIKE?**

ONA is a democratic union and an overwhelming majority of represented nurses have to commit to going on strike. It includes your nurse bargaining team asking every represented nurse to support strike authorization. Then, it's taken to a vote if support is there. If an overwhelming majority of nurses vote for it, your bargaining team can declare a strike if management continues refusing to come to a fair agreement with nurses.

**WHO GETS TO VOTE TO STRIKE?**

Strikes are only effective if we're all committed. Therefore, every represented nurse is included in a vote and asked to support their bargaining team's request to authorize a strike.

**ARE OUR JOBS SAFE IF WE STRIKE?**

We would negotiate a return to work along with a fair contract. Thousands of health care workers have gone on strike across the west coast and consistently return to their position after a short duration--usually not more than a few days or weeks.

**ARE OUR PATIENTS SAFE IF WE STRIKE?**

If we go on strike it will be to make sure our patients have better patient care, now and in the future. Nurses will give Providence plenty of notice of our intent to strike so it has time to meet and reach an agreement with us or make arrangements for patients to receive care.

**DO WORKERS RECEIVE FINANCIAL SUPPORT DURING STRIKES?**

Yes, Nurses are eligible for financial support. ONA RNs are part of a 15,000 nurses union in Oregon and more than a million-member national union of RNs and teachers. Our organization has strike funds and mutual aid support for all members who need it.

**ARE MY HEALTH BENEFITS PROTECTED IF WE STRIKE?**

Health care workers rarely face an interruption in health benefits for participating in a strike because workers pay their health benefits through pay periods or at the beginning of each month.
The ONA nurse bargaining team at Willamette Falls has met with Providence management for 13 bargaining sessions and ONA RNs throughout Providence have met for 30 bargaining sessions at Providence across multiple facilities over the last 6 months.

700+ nurses and allies demanded Providence raise standards in a historic info picket that included several members from Willamette Falls: However, Providence continues to reject RNs' top priorities including:

- **Below Market on Across-the-Board Wages and no Retention Bonuses**: Despite years of paying nurses between $3.50 and $7 below top-of-market.
- **No Proposal to Improve Leave Time**: Providence has never proposed an improvement to paid leave time.
- **No Improvements to Health Benefits**: Providence has made no commitment to improve its health benefits.
- **No Commitment to Enforceable Staffing Standards in Our Contracts**: CNO Tina Mammone assures nurses we “will comply with the staffing law, we have to.”

"Providence is choosing to drag out negotiations by continuing to refuse these reasonable requests...Every time Providence says NO to nurses, our solidarity grows stronger. Providence needs to come to the table and agree to raise standards for Oregon nurses."

ONA Leader Jamie Aguilar at Prov. St. Vincent Picket

We’re getting stronger by the minute. Take the next step by marking your calendar for Sat., April 2, 1 -3 PM and attending a strike authorization prep meeting to learn what’s involved and how we will win a fair contract for all.