

# PROVIDENCE SACRED HEART PICKET LINE RULES

**The following should serve as general ground rules for individual workers in conducting themselves on the picket line:**

1. Upon arrival, sign-in at the Tent on S. McClellan St. and W 8<sup>th</sup> Ave. You must sign-in here when you arrive. When your shift is over, sign out at the tent or with a UFCW 3000 staff person on the strike line in order to receive Strike Benefits.
2. **Parking:** We recommend carpooling with coworkers or using public transit. You may park at public parking nearby or street parking. Don't use employee parking during the strike. Be mindful of neighbors and their parking needs.
3. In the event you need supplies or need a bio break, there will be restroom access at surrounding businesses and strike headquarters: Hampton Inn Spokane Downtown-South: 675 S. McClellan St., Spokane. Do not enter either Hospital to use the restroom or to buy food.
4. **Late evening Shift:** We are taking steps to ensure safety during evening strike duty after sunset. We will have additional staff and lighting- and are coordinating closely with the Spokane Police Department. Please walk with a buddy to your parking location.
5. **Wear comfortable shoes and weather appropriate clothes or scrubs if possible.** Gloves are encouraged for early morning and evening. Wear UFCW yellow and blue- and have fun with it!
6. **Be civil and professional in interactions, even in the face of incivility or unprofessional behavior of others.** Do not allow yourself to be provoked. Do not get into any physical altercations.
7. **Do not record coworkers who cross the picket line.** Do not threaten coworkers or make coercive statements.
8. **Keep the energy up by chanting and marching during your shift by being actively engaged in strike line activities.**
9. **If participating in a march, observe traffic signals.** Remember to keep the picket line moving.
10. **Stay in designated areas, as designated by your Strike Captains or UFCW 3000 staff.** When walking through the campus to reach a strike line, stay on the public sidewalk and only engage in picketing in designated areas.
11. **Do not trespass on private property.** That includes when coming and going to designated picketing areas.
12. **Picket signs clearly disclose the dispute is with Providence, because of this it is important that when on the strike line you are carrying an approved picket sign.** If you would like to use a homemade it should be an approved sign by the Picket Line Lead.
13. **Do not argue with anyone—if harassed, have your Strike Captain notify the UFCW 3000 staff immediately.**
14. **If approached by management, do not discuss issues—refer them to our Union Bargaining Team negotiators.**
15. **Remember TIPS (Threats—Interrogation—Promises—Surveillance).** Management engaging in these behaviors with members should be reported immediately to UFCW 3000 staff.
16. **If approached by news media for pictures, permit this if you do not object personally.** Refer all questions and interviews to the Strike Captain or media point person for each Strike line.
17. **Tempers can flare on the picket line; try to avoid that.** Maintain a determined, professional, upbeat atmosphere. Do not get provoked.
18. **Drugs or drinking, carrying firearms, committing or threatening violence, engaging in discriminatory behavior (verbally or in writing), damaging the employer's property are strictly prohibited on the picket line.** Anyone engaging in these activities will be instructed to leave the picket line.
19. **Make sure you are informed on the unfair labor practices and issues we are striking over!**
20. **Hand anyone trying to cross our line our Flyer with information about why we are on strike and how they can support the Techs.** If asked, encourage patients not in emergency situations to reschedule their appointments if they are able. Talk to your patients and share stories on why we are in this together.
21. **DO NOT BLOCK the entrances to the hospital. DO NOT impede patients getting their car into the hospital. DO NOT BLOCK ambulances or other entry points.**
22. **The strike will begin and end as stated in the strike notice: Monday, April 22, at 2:00 PM through Tuesday, April 30, at 8:30 PM.** The first day we will picket 2:00 PM – 8:30 PM. All other days 5:30 AM – 8:30 PM. We must have Techs on the strike line at all times. You must be off the clock while on strike.
23. **If approached by Law Enforcement or security refer them to the Picket Line lead on shift that day.** If they ask you to leave, ask who is making the request and refer them to the Picket Line lead. If a police officer asks you to change your picketing location or conduct, you should cooperate fully, but request their name and badge number. Do not do anything to get arrested.
24. **If you see that we are being monitored or watched by management, let your strike captain or a union staff member know.** This may be the employer committing another Unfair Labor Practice.
25. **Pickers should clean up after themselves and dispose of any food wrappers, containers, cups, etc.**
26. **Make sure you are informed on the issues.** Go to for more information:

[HTTPS://UFCW3000.ORG/STRIKE](https://UFCW3000.ORG/STRIKE)



[WWW.UFCW3000.ORG](http://WWW.UFCW3000.ORG)

UFCW3000



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**STRIKE HOTLINE 1-866-210-3000**

ko/opei8/2024 Providence Sacred Heart Medical Center - PICKET RULES - MAP

