RECOMMENDED STRIKE EMERGENCY PLAN

June 2015

GREATER NEW YORK HOSPITAL ASSOCIATION
Over 100 years of helping hospitals deliver the finest patient care in the most cost-effective way.
<table>
<thead>
<tr>
<th>Potential Union Activities</th>
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<tbody>
<tr>
<td><strong>Required notices:</strong> 10 days’ notice of intent to strike or picket</td>
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<td><strong>Picketing:</strong> laws and guidelines regarding permissible picketing locations and behavior</td>
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<tr>
<td>• Informational picketing (allowable)</td>
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<td>• Mass picketing (not allowable)</td>
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<td><strong>Strikes</strong></td>
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<td>• Selective strikes or rolling strikes</td>
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<td><strong>Secondary activity</strong></td>
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<td><strong>Sympathy strikes</strong></td>
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<td><strong>Striker misconduct</strong></td>
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</table>
Select strike management team to direct operations, including:

- Identification of services to be maintained/suspended
- Communications (see next slide)
- Maintaining a log of strike activities
- Overseeing operations during strike
  - Use of non-union employees and replacements
  - Various employment and labor-related matters re striking workers and non-striking workers
- Critical areas include:
  - Nursing
  - Food service
  - Transportation
  - Medical
  - Housekeeping
  - Purchasing
Establish a command center for ensuring continued operations

- Relay essential info to department heads, supervisors, non-striking employees, and replacement workers
- Have communication equipment, e.g., two-way radios, cell phones, etc.

Ensure communications with variety of groups, before and during strike, with suggested communication templates

- Patients and families
- NYSNA represented employees
- Department heads, who are responsible for operational and communication plans for departments
- Non-union and unrepresented employees
- Contractors, suppliers, and vendors
- Rumor control
- Appoint spokesperson to engage with media
Security Issues

- Having effective security plan affects employee attitudes
- Arrange for additional security services in the event of a strike
- Alert closest police precinct and request regular patrols
- Limit entrances and require identification
- Consider reserved gates for outside vendors and subcontractors for capital improvements
- Supply delivery schedules and routes should be verified and coordinated