

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.*

1 Potential Union Activities

Required notices: 10 days' notice of intent to strike or picket

Picketing: laws and guidelines regarding permissible picketing locations and behavior

- Informational picketing (allowable)
- Mass picketing (not allowable)

Strikes

- Selective strikes or rolling strikes

Secondary activity

Sympathy strikes

Striker misconduct

Strike Management Plan

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

Command Center and Communications

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

4 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