

STRIKE! FREQUENTLY ASKED QUESTIONS

WHEN WE FIGHT WE WIN!

What are we fighting for?

We are fighting for a **minimum \$2 increase for ALL workers**, with a wage scale that moves us out of poverty and additional increases to recognize seniority. We are fighting for **ONE wage scale across the state**, with no homes or job titles excluded. We are fighting for COVID pay that is not tied to attendance for all members working in a facility with COVID residents.

How many workers at my nursing home have to vote to strike for it to be approved?

Workers at your nursing home will have approved a strike based on a 60% or greater vote to strike for any length of time. The length of time will be based on the longest strike that a majority (over 50%) are committed to striking

Can we lose our jobs if we go on strike?

The boss has broken the NLRA in multiple ways, which means we will be going on an Unfair Labor Practice strike, and **the boss cannot permanently replace us**. When we vote to return to work at the end of the strike, we will all go back to work together and leave no one behind. If the owner refuses to let us return to work when we decide to return, then we can demand back pay from that date forward through the Labor Board.

Will we get paid if we strike?

The Union will provide a strike fund for workers who participate in the strike. We are working out what that benefit will be and how members participate in the strike to receive it.

Will I lose my health insurance if I go on strike?

No. Union members are covered by the Union health insurance, so we control the health fund and it will not be turned off during the strike. This is another reason why we need to keep our health insurance with the Union Health Fund, so the boss can't make those threats. You will not lose your health coverage if you strike.

Can I work somewhere else during the strike?

You can work anywhere that is not on strike. You need to picket or participate in the strike at your nursing home during your shift and can work anywhere else when you are not participating in the strike, **except where other workers are on strike – do not cross any picket lines.**

(TURN OVER)

**CONTACT YOUR BARGAINING COMMITTEE OR OUR ORGANIZER
YOLONDA MORRIS (312) 560-5979 TO LEARN MORE.**



866-933-SEIU (7348)



www.seiuhcilin.org



/SEIUHCII



@SEIUhciiimk



SEIUHCII
Illinois • Indiana • Missouri • Kansas

What will the administrator and supervisors say or do?

They will say or do anything to get you not to strike. They will illegally threaten you that you could lose your job. They will advertise for replacement workers to get paid double your pay. They will parade newly hired workers through the facility. They will tell you the owners won't back down and we can't win. If they are your friend, they will make personal appeals based on friendship and loyalty. The truth is the owners and managers know that if we stand together, we will win and they are so scared that they will try anything they can think of to try to stop us. Stay strong, stay smart, stay united.

What about our residents?

You have a legal right to strike and many of our contract demands will benefit the residents! We are fighting for safe staffing and proper PPE that will protect our residents and ensure quality care. When you vote to strike, we issue a 10-day notice to the owners and the government. The owners are required to submit a care plan to the state detailing how they will care for the residents. It is the bosses responsibility to take care of the residents when we are on strike.

Can I go on strike if I'm a new employee?

Yes! All employees have the right to strike, even if they are brand new. This contract will decide wages and benefits for all members, including new employees, so it's essential that *all* stand together and fight!

Can we win?

The nursing home owners own the buildings and the bank accounts, but they don't do the work. We own our work and they can't take care of residents, run their businesses and make their money without us. If we stand together, we will win.

**CONTACT YOUR BARGAINING COMMITTEE OR OUR ORGANIZER
YOLONDA MORRIS (312) 560-5979 TO LEARN MORE.**



866-933-SEIU (7348)



www.seiuhcilin.org



[/SEIUHCII](https://www.facebook.com/SEIUHCII)



[@SEIUhciimk](https://twitter.com/SEIUhciimk)



SEIUHCII
Illinois • Indiana • Missouri • Kansas