

Strikes and Crisis Staffing

What Travelers
Need to Know

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Disclosures

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Objectives:

- At the end of this presentation, learners will be able to list three compliance items needed to deploy within 48 hours
- Following the presentation, the healthcare traveler will be able to discuss logistics when working a job action and emergency response
- Attendees will be able to identify two safety practices with working job actions

Important Aspect of Healthcare-Strike Nursing

- How many have worked strikes? How many have been in a hospital that was on strike?
- Strike Nursing plays a **VITAL ROLE** during labor disputes





Empowerment

TAKING CARE OF
PATIENTS SO THE
CLINICIANS
STRIKING CAN
TAKE CARE OF
THEIR BUSINESS

What is A Strike Clinician -Beyond the picket line are patients

- Strike Clinicians refers to temporary replacement of healthcare professionals during a labor strike by regular staff.
- Fill the gap ensuring that patients do not suffer due to absence of the caregivers.





Terms

- Strike
- Job Action
- Work Stoppage
- Replacement worker
- Contingent workforce
- Scab

Unions in Healthcare

**Employee
Dissatisfaction**

- Union contacts employees or employees contact union.

**Initial
Organization
Meeting**

- Initial meeting with union to gather employee support.

Signatures

- Must have 30% of employee signatures to move forward with unionization process.

**Secret Ballot
Election or
Card Check
Method**

- Once 30% of signatures are gathered, a secret ballot election is administered by the National Labor Relations Board (if the company does not accept the card check method).

**Voting and
Contract**

- If the vote is "yes" (51% majority), the National Labor Relations Board certifies the union as the legal bargaining representative of the employees.

How Union Contract Work

Expirations

Meetings



Reasons for Strikes



DISPUTES OVER WAGES



BENEFITS



WORKING CONDITIONS



CONTRACTS BETWEEN
HEALTHCARE FACILITIES
AND THEIR EMPLOYEES

When Healthcare workers decide to strike

Impasse

Bargaining in
Good Faith

Notification of a
strike

10 Day notice

Strike, Delay,
Settle,
ratification of
new contract

Importance of Timing

- 10-day notice
- Strikes can be 1, 3, 5, 10, open-ended upon the vote
- Away from home up to 9 days for a 5-day strike
- File Ready, compliance, medical, license
- There are no delayed starts – must be ready to go when notice is received and on the dates that are





Red
light/Green
light



How does flight work

Agencies contract with a travel company

Remember they are booking thousands of flights for each job action. Be Patient and Flexible(follow email instructions)

Flights may not be exact, but most companies do not let you book your own. Your safety is our upmost concern




Transportation



- Flight provided or reimbursement of mileage to assignment
- Not Mandatory but **HIGHLY** suggested
- Crossing picket line
- Very important information is given
- Secured entry points
- Parking – Not paid, familiarity
- Meeting folks that you will work with



Induction

- Bring complete file with you
 - Housing will be assigned at induction
 - Payroll-electronic timekeeping
 - Scheduling
 - Any lagging docs
- 

Housing

- Single Housing Provided
- Hotel Interior corridors (ie: Marriott, Hilton)
- Do not discuss where you are staying
- A to-go meal will be provided daily



Replacement Clinicians Role

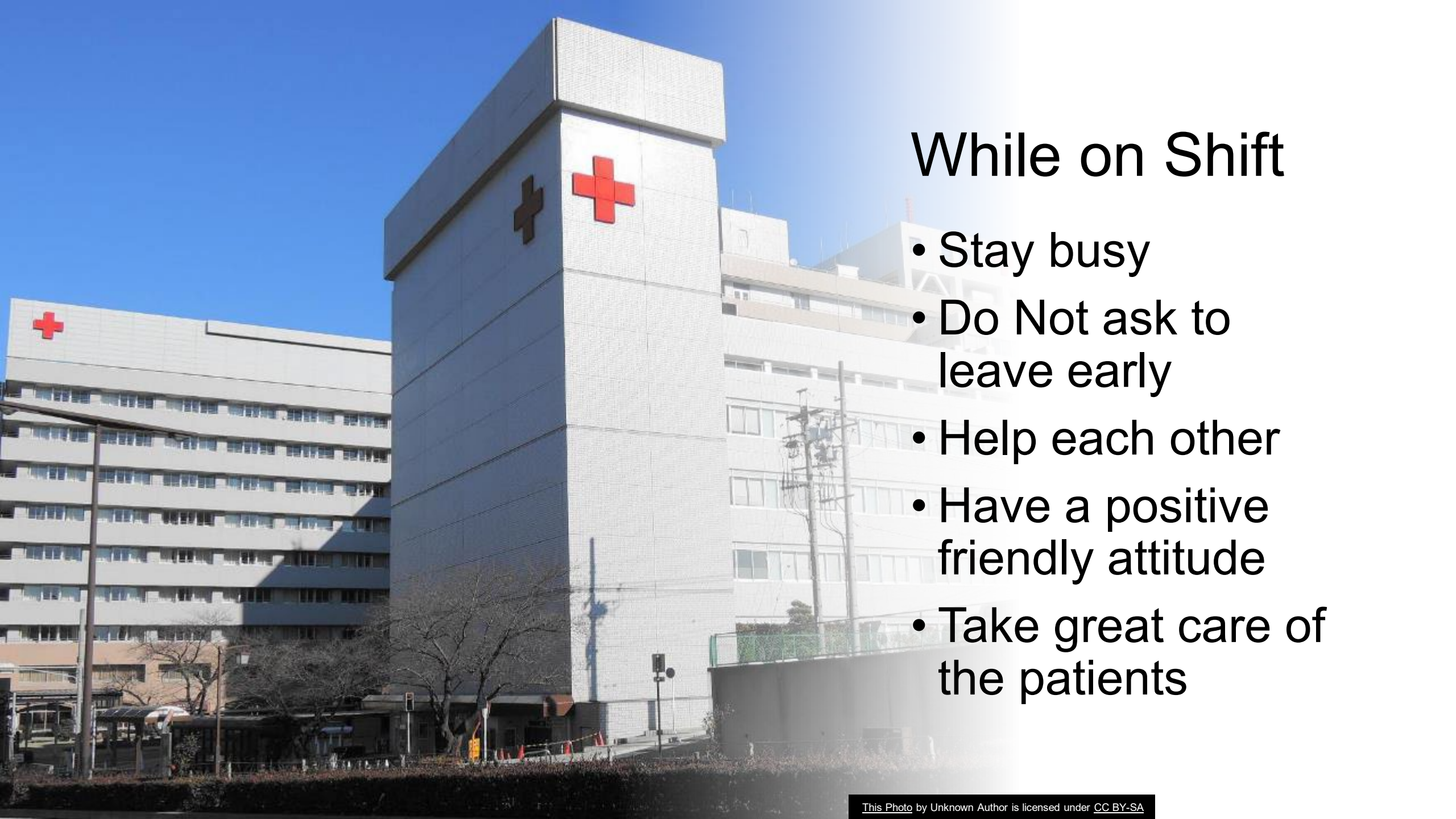
Make your
Flight

Induction/
Orientation

Patient Care

12 hour Shifts

Average 5-
day strike



While on Shift

- Stay busy
- Do Not ask to leave early
- Help each other
- Have a positive friendly attitude
- Take great care of the patients



Onsite: Keep Neutral Position when working as a replacement worker

PATIENT CARE FIRST AND FOR MOST! MAINTAINING CONTINUITY IS VITAL FOR THE LIVES OF PATIENTS

Importance of confidentiality



- Do not post that you are going to a strike- the Hospital could cancel contract.
- Purpose is patient care
- Media coverage-Always refer media to onsite project manager



SECURITY

Safety and Security

- Security provided by agency and hospital
- It is safe, it is a great experience but can be seen as strike breaker and dependent on union support you want to always be aware of your surroundings

How Much Notice Do Agencies Get?

- Large hospitals systems may plan 60-90 days ahead when they see restless staff..
- Others wait until 30 days
- Others Last minute
- Agencies will start recruiting as soon as they are engaged to recruit



PAY PACKAGES

STRIKE PAY:

5 day strike

RN Pay Package: \$110-
130/hr

$110 \times 40 = \$4400$

$165 \times 20 = \$3300$

Per diem \$350.00

$= \$8050$



What to Bring to Strike

- Scrubs
- Personal Hygiene Items
- Credit/Debit Card
- Patience
- Closed toed shoes
- Orientation is business casual attire
- Always check for alerts and updates while on site





HOW DO I GET AN ASSIGNMENT?

Updated Resume

List of all licenses

Keep medical documents up to date

Strikes are not predicted they just happen

Watch Strike Company Websites and Social Media

Tips to be Successful

- Flexibility
- Shift not guaranteed but preferred
- Read email and follow directions closely
- Have complete file
- Be ready for the call
- Remember it's a 10-day notice



Emergency Response in Healthcare

- Natural Disasters
- Immigration Camps
- Covid and Medical Rapid Response Teams
- Medical Facility Emergency Needs



Emergency Response, Pandemic, Disaster, and Immigration Support



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2020 COVID Need I say more?

The federal Government
spending in healthcare
staffing is at an all-time high

How to be prepared

- Carry a complete file including drug screens and background checks and prescriptions
- Immunizations up to date (Covid+ required at many)
- Flexibility to deploy within 72-96 hours



LICENSE TO PRACTICE



Some assignments will take any active license in good standing is accepted-(government contracts)



Currently seeing needing a current state license in the state your practicing



No hits on licensure or background – may take up to three months until background clears



Have credentials current

Not for the faint of heart...

- Carry a complete file including drug screens and background checks and prescriptions
- Immunizations up to date (Covid+ required at many)
- Flexibility to deploy within 72-96 hours

Moving sites/locations is likely, be prepared!



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Logistics and Housing

- Travel is included
- Single housing included
- Always look for a company that has a Resource/Lead provided to guide you onsite

Rapid Response for Mobile Hospitals

Rapid Response companies came from out of the woodwork and sending hundreds of Nurses to hot spot areas. Horror stories from New York in Spring of 2020. Unprecedented numbers of deployments.



PAY PACKAGES:

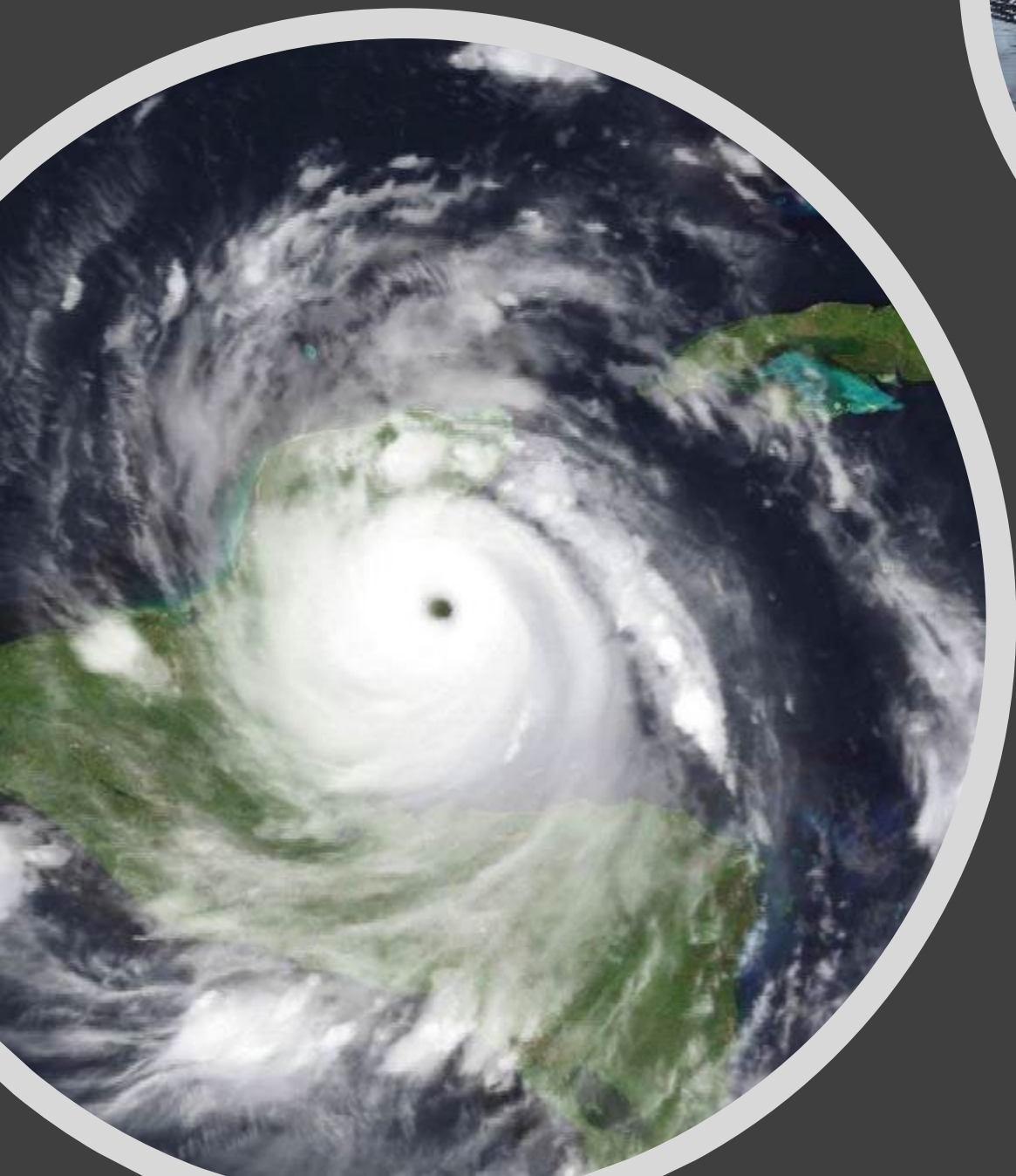
RN Emergency Response Pay:

- 36 hrs. - \$2500 and up
- 48 hrs. - \$3800 and up
- Remember this is plus lodging, travel and per diem!
- Plus \$500 travel reimbursement

Vaccination Clinics

Over 381 million doses have been given in the United States.

Over 5.78 billion doses have been administered worldwide.



Disaster Relief New Orleans Story Hurricane

How to Succeed - Be Flexible and Patient

