



Questions & answers about a potential strike at Meadow Park

Why are we voting?

We've been in bargaining for months. While we have made progress in some areas, several key issues remain unresolved, most importantly: wages, health benefits, and safe staffing. On these issues, Meadow Park management has shown little movement or willingness to compromise. Our bargaining team believes that the power to call a strike — if needed to reach a fair settlement — will increase our ability to win a fair contract.

If the majority of us vote YES, will we go out on strike the next day?

No. By law, we must submit a ten-day notice of our intent to strike. Usually, once a ten-day notice has been given, negotiations intensify and become more serious.

What will happen to our residents?

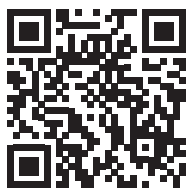
The ten-day notice allows management to make arrangements for resident care. Fair wages, affordable health care, safe staffing, and respect on the job all make employees more productive and reduce turnover — and this means better care for residents. In the long term, winning a fair contract is a big step forward for better care.

Can I be fired for voting YES to authorize a strike?

No. It's our right to vote, and it's our right to vote YES. It is illegal for management to threaten, intimidate, or retaliate against any employee for voting YES, or for encouraging co-workers to vote YES. Report any illegal employer activity right away at the QR code below.



Picket shift signup



Report Unfair Labor Practices

What are my legal rights during a strike?

During an **Economic Strike** (a strike to demand better wages, benefits, or working conditions), workers cannot be fired for striking, but employers may hire permanent replacements. Strikers maintain the right to be reinstated if positions open up after the strike.

During an **Unfair Labor Practice (ULP) Strike** (a strike due to illegal employer actions), workers **cannot be permanently replaced** and have the right to **immediate reinstatement once the strike ends**.

What is an Unfair Labor Practice (ULP)?

Refusal to Bargain: Failing to negotiate in good faith with the union.

Discrimination: Firing or disciplining employees for union activities.

Interference: Coercing or intimidating workers to keep them from organizing, joining, or supporting a union.

What happens when our contract expires on September 30?

Duty to Bargain in Good Faith: Employers must continue to bargain wages, hours, and other conditions of employment in good faith until a new agreement is reached. They cannot make unilateral changes to working conditions.

Maintain Status Quo: The terms of the expired agreement typically remain in effect while negotiations are ongoing. Employers cannot change wages, benefits, or conditions without bargaining to an impasse.

No Retaliation: Employers can't punish or discriminate against workers for participating in strikes or union activity.

How can I help win a fair contract?

- Sign the **strike pledge**
- Sign up for **picket shifts** 10/15, 10/16, 10/17
- Put a **sign in your car window** to show you are ready to strike, or **ask a local business to display a sign** to show they support Meadow Park workers
- **Report any illegal activity by Meadow Park management** right away at using the QR code at left.