



Menu of Organizing Actions

- **Notify your immediate manager** in writing and keep a copy.
- **Hold a department meeting.**
- **Outline the problem, the regulations, and a solution** if you have one.
- **Plan a "(Covid) Protest of Assignment" form & violation tracking campaign.**
- **Set a time-limit** for a response.
- **Notify your immediate manager's boss** by writing a letter and having all the staff in the department sign it.
- **Call the New York State Department of Health and OSHA/PESH.**
- **Organize co-workers to have a meeting with their nurse manager.**
- **Buttons or stickers or ribbons.** Everyone wearing a union button or a sticker on a certain day is a quick way to make a visible show of support. Think about slogans to print on the stickers that will address a particular issue.
- **Petitions.** Develop a petition that expresses support for an issue, pass it around for co-workers to sign, and organize a group of co-workers to deliver it to the manager with the power to fix the problem.
- **Group Grievances.** Having a lot of workers sign to a grievance, even if the problem does not directly affect them, shows that an issue for one is an issue for all.
- **Involve Potential Allies.** Does this issue affect other hospital workers in other unions? Does it affect patients and families? Should the community and elected officials be made aware of the problem?
- **Worksite meeting.** Get people together in a very "public" place so everyone can see how many are concerned about the issue.

- **Call-blast the boss.** Have everyone call the boss, one at a time, and deliver a message such as, "I'm really upset about this issue, and I want you to resolve it right away."
- **March on the boss.** Take a group of members to talk to the boss and demand a resolution to the issue.
- **Rally or informational picketing.** Being careful to do these things only at lunch time or before or after work; but sometimes it's necessary to exercise real muscle.

Escalate to turn up the heat.....

Start with easy, familiar actions.

Escalate to more intense actions, as you need to.

This allows more members to become involved in the issue early on.