

## Why are we asking you to wear this button?

Our collective bargaining is reaching a point where a strike may be possible, and the government and AHS continue to delay bargaining.

**We must show solidarity as HSAA members and raise awareness that we will strike for fair wages if needed!**

## What to tell members or the public who ask about it?

- The government and AHS are unwilling to negotiate for fair wages and want to roll back wages and benefits for many professions.
- These concessions are pushing our negotiations into formal mediation and toward job action.
- We support our bargaining committee and are willing to negotiate for fair wages, but we will strike if necessary!

## What to do if you are asked to take it off?

Wearing union buttons and logos is a protected form of freedom of expression

**However, if a supervisor or manager asks you to take it off**

- Comply with their request
- Write down what they asked you to do and why. The time and who asked you.
- Get in contact with your Labour Relations Officer by calling 1-844-280-HSAA (4722)
- Your union will support you. You can wear this button but must comply with management's direction to remove it and exercise your rights through your Labour Relations Officer.

## What not to do while wearing the button?

- Do not use employer time to spread union messages.
- If patients or members of the public ask questions about the button keep your response brief and stick to the talking points noted above.
- Do not get into detailed conversations about workplace or bargaining issues with patients or the public.
- Do not alter your uniform in any way beyond wearing a button.
- Do not wear the button if you're prohibited from wearing them by a pre-existing employer or worksite policy

## Have more questions?

Reach out to [AHSbargaining@HSAA.ca](mailto:AHSbargaining@HSAA.ca) or get in contact with your Labour Relations Officer by calling 1-844-280-HSAA (4722)