

NOV 30
2016

UNION UPDATE



We're striking against the state's unlawful conduct

A message from President Yvonne R. Walker



On Monday, December 5th, we will hold a one-day strike in protest of the state's unlawful conduct and egregious unfair labor practices during contract bargaining.

Since June, the state has had a "take it or leave it" approach and has engaged in unlawful conduct and bad faith bargaining. The state has inexplicably failed to budge from its opening proposal on salary and benefits and has even bargained regressively.

State negotiators have refused to respond when we confronted them with examples of their bad faith conduct at and away from the table. The state has also failed to provide any response to the communicated concerns of our union regarding:

- The October 2016 CalHR report on gender pay inequities in state employment.
- The state's unilateral approach to civil service reform.
- The state's unilateral change during bargaining in the method for calculating health care cost-sharing, which will result in a shift of \$20 million in health care costs to our members.

The state has an illegal policy of threatening us with discipline for participating in protected activity, including our strike. We can expect that their threats will intensify and continue as we prepare for December 5th. Rest assured that we will fight back against any and all attempts to violate our rights or to threaten or intimidate our members.

Although we are not required to give the state notice, we did so November 22nd out of concern for our families and the communities we serve. The state has provided no explanation or justification for its unlawful conduct and it is our duty and responsibility to hold the state accountable.

Our goal has always been to bargain in good faith and win a contract we can all be proud of. Our goal remains the same. But we cannot sit idly by while the state engages in unfair labor practices, bad faith bargaining or threatening behavior.

First we voted. On December 5th we STRIKE!

I encourage you to contact your steward or worksite organizer to get more information and instructions. The back page of this edition of Update has a FAQ you will find helpful, and you can also get more info here seiu1000.org/strikeFAQ or call the Member Resource Center at **866.471.SEIU (7348)**.

We are in a moment that will test our courage and commitment to one another—as co-workers, as sisters and brothers in arms. By standing up for what's right, we can show our strength, power and solidarity.

"Power concedes nothing without a demand. It never did and it never will. Find out just what any people will quietly submit to and you have found out the exact measure of injustice and wrong which will be imposed upon them."
- Frederick Douglass

This is our union. This is our contract. This is our future. And together we are Unstoppable.

See you on the picket line.

In solidarity,

Yvonne R. Walker
President, SEIU Local 1000

Strike FAQ—What you need to know

Is it legal to go out on strike, even if we have a no-strike clause that is still in effect?

Yes. Unfair labor practice strikes have been legal for decades under state and federal law despite the existence of a no-strike clause. The fact that our Union engaged in the strike in good faith can serve as a defense to any charges of illegality.

Who made the decision to go on strike?

Local 1000 members authorized a strike in the event of bad faith bargaining and illegal conduct by the State. The Local 1000 Bargaining Team, in consultation with the Local 1000 officers, determined that the State's conduct has risen to such a level that a one-day strike is necessary.

Will I be disciplined for participating in the strike?

The State may take retaliatory disciplinary actions against members who go on strike. But these actions are illegal. There are legal appeals and anti-retaliation laws to hold the State accountable. Our Union has a Strike Legal Defense Team that will defend you.

What should I do if I am disciplined for participating in the strike?

Please call the MRC's Strike Hotline at **866.471.SEIU (7348)**. Our Union has a Strike Legal Defense Team that will defend you.

What do I tell my manager? Do I let them know I'm going on strike?

No. You are not legally required to notify your manager you are going on strike.

What do I do if my manager says that this is illegal and I cannot participate?

Your manager is wrong. The strike is a legal ULP strike. You should not be deterred from participating.

Is there a number I can call if something happens or my manager is threatening me?

Please call the MRC Strike Hotline at **866.471.SEIU (7348)** immediately to report the manager's action and a union representative will assist you in your response.

What do I do when I go back to work the next day?

Simply return to your regularly scheduled work. Please call the MRC Strike Hotline **866.471.SEIU (7348)** immediately to report any retaliatory action by your manager and a union representative will assist you in your response.

Do I have to go on strike? What happens if I don't and go to work like normal?

You will be undermining your co-workers fight for a better contract, and our union's efforts to hold the State accountable to good faith bargaining.

What if I can't get to a strike line? Can I still go on strike?

Please call the MRC Strike Hotline **866.471.SEIU (7348)** to find a strike picket line being organized near you. However, if a picket line is impractical to reach, you can still go out on strike without participating in a picket line.

What can I do to support the strike?

The best way to support the strike will be by participating in a picket line on the day of the strike. There will be picket lines statewide. Please call the MRC Strike Hotline **866.471.SEIU (7348)** to find a strike picket line being organized near you.

How will we get updates before the day of the strike on any changes?

Make sure the MRC has your personal email and a working personal number. We'll be communicating via email, text, and our Wednesday night bargaining call. In addition you can call the MRC Strike Hotline **866.471.SEIU (7348)** with any questions. The MRC Strike Hotline will be open the weekend of December 3–4 from 8 a.m.–5 p.m. and will have extended hours on December 5–6 from 6 a.m.–8 p.m.

For a more complete list of questions and answers, visit **seiu1000.org/strikeFAQ**

Resource Center

Monday-Friday
7 a.m. to 7 p.m.
866.471.SEIU (7348)

Website

seiu1000.org

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Contact your Worksite Action Team Leader

Stay informed with text alerts and email messages

Sign up today by calling the Member Resource Center at **866.471.SEIU (7348)**