



STRIKE FAQ



FREQUENTLY ASKED QUESTIONS

1 Does the no-strike clause in our contract mean we can never strike?

Our Contract includes a no-strike clause, but we still have a legal right to strike in certain circumstances including when the State commits an unfair labor practice (ULP) like refusing to bargain in good faith.

2 When are we going on strike?

No strike has been called yet. We're still bargaining because we believe the State should have every opportunity to do the right thing and reach a fair Contract before the legislative session ends on August 30. But if the State continues refusing to bargain fairly, we're prepared to use every tool legally available to us, including a strike, if that's what it takes.

3 Will I get paid during a strike? Can I use my vacation or sick leave?

Workers are not eligible to receive pay, leave or unemployment for a strike action. While Local 1000 has a strike fund, those funds will never be sufficient to replace worker wage levels. Members should know that going on strike is powerful, but it requires sacrifice, and members should think about that and plan ahead.

4 Do we have a strike fund?

Yes. SEIU Local 1000 has a strike fund, but it's important to understand that the strike fund is not intended to replace workers' wages during a strike. Going on strike is a financial sacrifice, and members should think about that and plan ahead.

5 Do I get to vote on a strike before it happens?

Yes. Before a strike is called, it must be approved through the Union's internal process and by a majority vote of the affected group of members who vote. These votes will take place before we call for a strike.

6 Can I go on strike if I'm an essential worker?

If a strike is authorized, the Union will tell members if any employees or positions are excluded from participation, but you can assume you're eligible to participate unless you're told otherwise. There is a difference between being "essential" in the everyday or even in a "pandemic" sense and being legally excluded from a strike. Only those whose work for a particular day/days would create an imminent and substantial threat to public health or safety are designated as an essential employee during a strike. Union leadership and our legal team will work directly with the Public Employment Relations Board (PERB) to resolve any questions about which positions, if any, meet that high standard. If any employees/positions are determined to be excluded from a strike, those workers will be notified directly.

7 How are you fighting for my classification?

We know every bargaining unit has unique priorities and concerns. Your Bargaining Unit Chair is the expert on your unit's proposals, where things stand in bargaining and the issues affecting your classification. Find your Bargaining Unit Updates and get in touch with your unit for specific questions affecting your classification: seiu1000.org/2026contract

8 Can I strike if I'm still on probation or a temporary employee?

Yes. Probationary and temporary employees have the same legal right to participate in a lawful strike as permanent employees. If there are clear instances of unlawful retaliation because you exercised your rights, the Union will fight to protect your rights under the contract or at PERB. That said, we understand that being on probation can make participating feel especially intimidating. Remember that there are many ways to be involved. You can attend statewide and worksite actions, help organize your coworkers, join our CAT Team and build support in your worksite. Every action helps strengthen our union.