

UNFAIR PRACTICE **STRIKE** INFORMATION



WHAT YOU NEED TO KNOW ABOUT AN UNFAIR PRACTICE STRIKE

WHY ARE WE CONSIDERING A STRIKE?

The State **failed to bargain fairly** over the proposals and priorities state workers brought to the table, and we filed a charge to protect our rights to fair treatment in bargaining.

WHY DOES SEIU 1000 LEADERSHIP SUPPORT A YES VOTE FOR AN UNFAIR PRACTICE STRIKE?

The State

- **delayed** meaningful negotiations.
- **rejected proposals in bulk.**
- maintained a **predetermined bargaining position.**
- treated last year's Side Letter as a **limit on this year's bargaining.**

AN UNFAIR PRACTICE STRIKE RESPONDS TO THE STATE'S ALLEGED BAD-FAITH BARGAINING AND DEMANDS THAT THE STATE BARGAIN FAIRLY.

A STRIKE IS ONLY POWERFUL IF **WE DO IT TOGETHER**

VOTE



Vote YES on an Unfair Practice Strike and sign our **commitment form to strike** with your fellow state workers. Voting is only open to members and begins September 9 & ends October 7.

COMMIT



FAQ ON BACK —————>



UNFAIR PRACTICE 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 date has been set. First, members must vote to authorize an unfair practice strike. A YES vote gives our union the authority to call an unfair practice strike and we'll communicate the date to members if a strike is called.

3

Will I get paid during an unfair practice 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 the unfair practice strike before it happens?

Yes. Before an unfair practice 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 an unfair practice 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 employees or positions whose absence for the particular day or days of the strike would create an imminent and substantial threat to public health or safety may be designated as an essential employee during a strike. If any employees/positions are determined to be excluded from a strike, those workers will be notified directly.

7

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 unfair practice 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.

8

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