



What if we need to strike in Monterey County?

Questions and Answers:

Q: *Can I be fired or disciplined for striking?*

A: You have the right to strike under California Law, assuming the Union has followed the legal procedure. It is illegal for an employer to threaten, intimidate, discriminate, or terminate any employee for exercising their right to engage in a protected strike. SEIU Local 521 will fight to ensure all our members' right to strike is protected.

Q: *Will I get paid if I go on strike?*

A: No. Workers are generally not eligible to receive unemployment for a strike activity. While Local 521 has a strike fund, that fund is only used to feed picketers and run the strike headquarters.

Q: *Can I use sick leave or vacation time?*

A: No. If you're on strike, you're not sick or on vacation.

Q: *What about health insurance?*

A: Once a contract expires, most terms of the contract remain in place until such time as the employer and Union agree to different terms or reach impasse and the employer imposes different terms.

Q: *What if I am on probation?*

A: We do not recommend probationary employees participate in the strike. As probation employee you are considered "at will". Therefore, we would recommend that you report to work as you normally would.

Q: *What if I am part of the "Essential Worker Agreement"?*

A: The County may go to court to require certain employees who the employer claims are "essential" to public safety and health to come to work. If they do so and they are successful, they would have to serve you with a court order to come to work in the event of the strike. Until you receive such an order, you should participate in the strike. SEIU 521 would defend in court the right of "essential" workers to participate in a strike.

Q: *How long would a strike last?*

A: Some strikes last only days, while some go on for months or even years. How long a strike lasts would depend entirely on how strong we are, how much the County is willing to budge and how long workers can hold out without pay or benefits.

Q: *Who has to go on strike? What if I cross the picket line?*

A: Local 521 can't force anyone to strike, or take action against those who do not. However, we are unlikely to have a successful strike if many workers cross the picket line. Therefore, we would ask all Local 521 workers who are NOT ON PROBATION to stay out.

Q: *What am I expected to do during a strike?*

A: If you vote to strike, you should be prepared to picket, march, rally, etc., every day until we get an agreement.