



Be Ready to Go on Strike **Thursday, July 7, at 7:30 a.m.**

Two weeks ago our negotiations team and management mutually agreed to have our next negotiations meeting on **Thursday, July 7.**

Last Friday, management told us that they were moving negotiations to the following week. Our negotiators answered "**NO.**" We are tired of more excuses on why they couldn't meet; **we are tired of their stalling tactics and their disrespect. Enough is enough!** We are going on an Unfair Labor Practice (ULP) strike on Thursday!

When: Thursday, July 7, 7:30 a.m.

Where: Park at the VTA parking lot on River Oaks and First St.
Union staff will shuttle you to 4Cs office.

Things you'll need:

- ◆ Chair/something to sit on
- ◆ Umbrella/hat/sunglasses
- ◆ Sunblock
- ◆ Comfortable shoes
- ◆ Dress comfortably
- ◆ Snacks

Union will provide:

- ◆ Water
- ◆ Snacks
- ◆ Food
- ◆ Shuttle from parking lot to the 4Cs office.

ULP Strike Questions and Answers:

Q: Can we park at the 4Cs parking lot?

A: No.

Q: Where do we park?

A: Park at the VTA parking lot on River Oaks and First Street. Union staff will shuttle you to 4Cs office.

Q: What time should we come to work?

A: 7:30 a.m.

Q: How long will we be on the strike line?

A: 7:30 a.m.- 5:00 p.m.

Q: Is this an Unfair Labor Practice strike?

A: Yes. We have ULPs filed against 4Cs management for the following violations:

- ◆ Bargaining in bad faith
- ◆ Surveiling workers in concerted union activities
- ◆ Unilaterally changing working conditions
- ◆ Unilaterally ignoring their own policy of making temp workers permanent after 6 months

Q: Can I be fired or disciplined for striking?

A: You have the right to strike under California & Federal 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: What am I expected to do during a strike?

A: You should be prepared to picket, march, rally, etc., every day we are striking.

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 SEIU 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 if I am on probation or a temporary employee?

A: All workers are protected from retaliation in the event of a protected strike, BUT we recommend that probationary and temporary employees do not participate in the strike. You can join picket lines before and after work, on breaks and during lunch.

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

A: SEIU 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 SEIU Local 521 workers who are NOT on probation or temporary workers to join the strike.

Q: Can my boss tell me not to go on strike?

A: No. Employers are prohibited from interfering with or taking reprisals against employees for exercising their protected right. Interference, restraint or reprisals are considered unfair labor practices.