

SEIU Local 1021 Strike Fact Sheet

Answers to common strike questions



Why did we vote to strike?

We have been bargaining for a year and the District has failed and refused to bargain in good faith by making unilateral changes to conditions of employment, unlawfully delaying negotiations, interfering with union activities of members, and other unlawful tactics. The District has rejected most of our proposals for pay parity with the City, longevity steps for SNS, layoff protections, and affordable housing for SFUSD employees and continues to make errors in our paychecks. We all need to be ready to strike to show the District we back our bargaining team.

Our members voted by over 99.5% YES to strike.

We gave the bargaining team the authority to call a strike; they can do so at any point afterward if that's what it takes to win a good-faith, strong contract. The union also filed unfair labor practice charges with PERB.

Can I be fired or retaliated against for striking?

PERB and the California Supreme Court have repeatedly affirmed the right of public employees to strike. It is 100% illegal for management to retaliate against any worker for exercising their right to strike. You should immediately report any retaliation or appearance of retaliation to your field representative.

How will this affect students and families?

Families and students are encouraged to honor strike lines. We are working with City and community partners to identify alternative programming and food for young people during a potential strike.

I heard that we are not allowed to strike, and that there is a “no strike” clause in our contract.

The no strike clause in our contract is not in effect anymore because the contract has expired. As a result, we have a right to strike as public workers, and that right is protected by California law. California courts have repeatedly found that public workers have a right to strike free from retaliation.

Does the District have to follow our expired contract?

Yes, they still have to follow it, even if it is expired.

How long will a strike last?

The bargaining team will make that decision. The bargaining team will decide whether to issue a notice for an open-ended strike or one of limited duration.

What makes a strike successful?

When we all act together, we are successful. It's all about power: when we are united, we are strongest. If we can't stay united, we are weak. The recent LA, Chicago, and Oakland teacher strikes are good examples for us: they all involved HIGH participation from union members. Teachers stayed united around their demands for better schools and fair contracts and forced their employers to back down.

If we vote to strike, will we strike at all school locations?

Yes.

Want to know more or get more involved?

Contact your union representative or elected bargaining team member:
or call the Membership Resource Center (MRC): 1-877-687-1021

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What if I'm TEX or a probationary employee?

The right to strike is protected by law, separate from job code or contractual status. TEX have a legally protected right to strike as much as anyone else. In the many strikes held by SEIU 1021 members, we have not seen TEX employees facing retaliation for joining a strike. Probationary employees also have a right to strike. SEIU Local 1021 has held numerous strikes in recent years across Northern California and probationary employees have successfully participated in those strikes.

When would the strike be?

The goal of the strike is to get SFUSD to stop its unfair labor practices and get a fair contract. The union negotiating team is continuing to bargain with the District and will assess continuously if we are making enough progress to justify setting a strike date or not.

Will we strike with the teachers and building union trades?

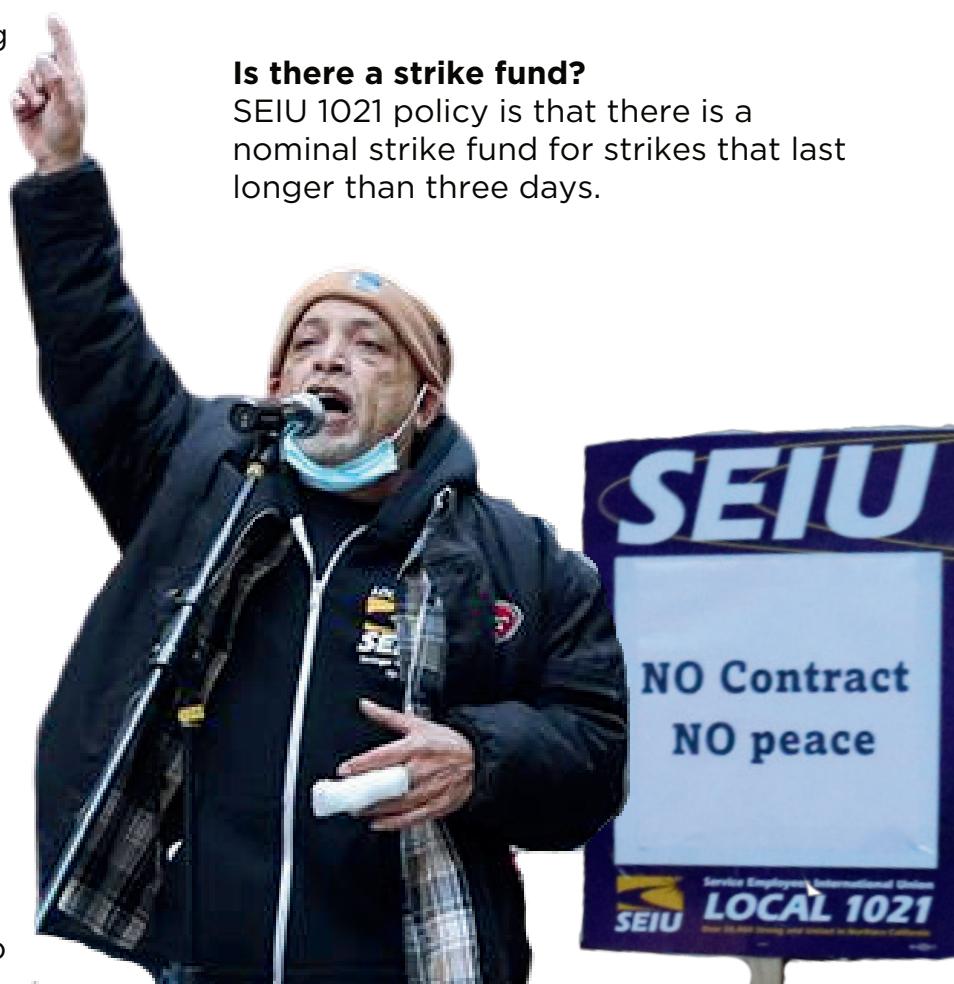
We are in constant coordination with the other unions and are attempting to align our actions and be in solidarity.

Can other workers honor our picket line?

Yes. California courts have upheld that public workers have an individual right to honor the picket lines of other unions engaged in an unfair labor practice strike, which we would be.

Is there a strike fund?

SEIU 1021 policy is that there is a nominal strike fund for strikes that last longer than three days.



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