



**Engineers & Scientists
of California**
Local 20 IFPTE



Frequently Asked Questions: Informational Picket July 30th

Why are we picketing?

Earlier this month bargaining for a new National Agreement broke down when Kaiser execs proposed:

- increased co-pays,
- a two-tier system with lower pay and benefits for new hires (paving the way for Kaiser to come after existing benefits next and encourage managers for more ways to get rid of current employees so they can be replaced by cheaper workers),
- and some of the lowest raises in a decade.

Local bargaining was either a non-starter or resulted in more take-away proposals (like reductions to Overtime pay).

All the while, Kaiser is still bringing home record profits in the billions.

No one wants to be in this position, but we have no other choice but to take a stand.

Is picketing the same as striking?

No. On July 30th, we will be engaging in lawful informational picketing on non-work time such as breaks, lunches, and before/after work. During a strike, strikers withhold their labor and do not get paid, do not go inside the workplace, and walk a picket line all day instead of working. A strike must be sanctioned by the ESC Local 20 elected Executive Board and approved by a vote of the membership; informational pickets do not. Both informational picketing and striking require a 10-day notice to Kaiser of the activity.

Is it legal to picket? Will I get in trouble?

The National Labor Relations Act protects workers from being fired, disciplined, or suffer any other types of retaliation for picketing (or participating in a protected strike). Should Kaiser Management break this law, ESC Local 20 will unquestionably fight to make sure union members' rights are upheld.

Will picketing do anything? Is the next step striking?

When we take a stand for what is right, we do so for our patients, our families, and our communities. We have many ways we work to achieve fairness: at the negotiating table, through legal avenues, exposing Kaiser execs bad decisions publicly, building community support, and collectively showing our strength, unity, and power as union members.

We never know *exactly* what it will take to win a good, fair contract but we do know exactly what we will get if we do nothing.

No one wants to go out on strike—especially for a long time. **The best way to have a strike be a real threat, is to be visibly well organized at all of our facilities. We have shown Kaiser through our past actions that we are united and strong, but they still aren't taking us seriously.**