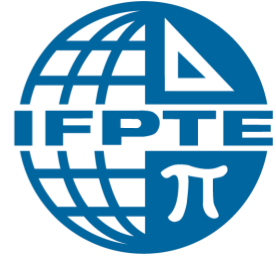




Engineers & Scientists of California

Local 20 IFPTE



Sympathy Strike Pledge Rap

Steward: Hi, how are you?

Member: Fine, how about you?

Steward: Terrible. I have an update on the bargaining sessions. Can I talk to you about that?

Member: Sure.

Steward: First, I want to give you some background. Negotiations between Kaiser and all their Unions have been going badly pretty much across the board. We've all seen how nearly every contract that's expired since 2021 hasn't been resolved without either a strike or a credible threat of one. Just like us, all the other Coalition unions are experiencing similar delays and rejections of their proposals. It's so bad that UHW has already filed Unfair Labor Practices charges with the Federal government due to Kaiser's bad faith. We think there is a high likelihood that UHW or another Coalition Union will call for a ULP strike this fall. The member leaders and stewards have discussed it, and we believe that if that happens ESC Local 20 should strike in solidarity with them. Will you sign the pledge?

Member: Well, I want to wait until our contract is up. I don't feel comfortable striking for some other union. How do we know that they tried to bargain with Kaiser? Sometimes I think they just want to pick a fight. They just want to strike without even trying.

Steward: I completely understand your concerns. We know because the union had to file a ULP. Kaiser cannot be allowed to get away with that behavior at any local bargaining table. We have no choice but to stand shoulder to shoulder with our union siblings in the Coalition to aid them in getting a good contract. We are confident that we can count on them if we ever decide that we need to strike for a fair contract ourselves. A YES pledge shows Kaiser we will not tolerate illegal behavior to take advantage of our union siblings.

Member: I see. That makes more sense.

Steward: I also want to let you know that Kaiser may say that we do not have the right to sympathy strike. You may recall that they filed a lawsuit to try to intimidate their employees. But they are wrong, and their lawsuit is frivolous. Our contracts, which have had the same language for decades, do not give up our right to sympathy strike even when they are still in effect. Kaiser

even confirmed this in 2019 and again in 2023 when they proposed new local contract language.

that would specifically prevent us from sympathy striking. They failed to get the language changed. Because our CBA is not yet expired, ESC cannot strike over our contract terms until our contracts expire but we do have the right to engage in a sympathy strike to support our in the Coalition trying to win their contracts. We also have the right to continue wearing our buttons and engaging in other non-strike activities to win our contract demands.

Member: I see there is a lot of nuances here.

Steward: Do you agree that we should stand with our co-workers from the other unions and sympathy strike if they go on strike?

IF YES: Please sign this pledge. Before calling for a vote, we want to make sure that we have the strong support of all the ESC members. The more Kaiser sees the unions are united and ready to do whatever it takes to get great contracts, the more reluctant they will be to continue engaging in bad faith bargaining and rejecting the unions' reasonable proposals.

IF NO:

What is holding you back from voting yes?

No one wants to be in this position, but we cannot allow Kaiser's illegal behavior at bargaining table to go unchecked. Now, more than ever, we need to stick together. Will you pledge to vote, yes?