



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



ESC, IFPTE Local 20 SYMPATHY STRIKE

KNOW BEFORE YOU GO!

SYMPATHY STRIKE UPDATES

- SEIU-UHW has overwhelmingly voted to authorize an unfair labor practice (ULP) strike against Kaiser because of its bad-faith bargaining at the UHW local table negotiations.
- SEIU-UHW served a 10-day notice for a ULP strike from 6 am on Oct. 4 through 6 am on Oct. 7, 2023.
- OPEIU Local 29 has voted to sympathy strike in support of SEIU-UHW.
- ESC L20 has overwhelmingly voted to join the other unions in a sympathy strike in support of SEIU-UHW.
- Instead of going to work between 6 am on Wednesday, October 4 through 6 am on Saturday, October 7, 2023, we are asking our members to come out to the picket line for a minimum of 4 hours on each of the sympathy strike days.

SYMPATHY STRIKE SPECIFICS

- **Shift Times:** We understand that life can throw us curve balls and that you may have obligations that may make it difficult to show up for the exact shifts listed below. That is ok! Arrive when you can and stay for the minimum of 4 hours. We would love to have you stay longer if you like!

| Day | Date | Shift 1 | Shift 2 |
|------------|-------------|------------------|------------------|
| Wednesday | October 4 | 6:00 am-10:00 am | 9:30 am-1:30 pm |
| Thursday | October 5 | 8:00 am-12:00 pm | 12:00 pm-4:00 pm |
| Friday | October 6 | 10:30 am-2:30 pm | 2:30 pm-6:30 pm |

- **Shift Locations:**
 - Sites with ESC L20 Union Representative Coverage: Berkeley Regional Lab, Modesto, Oakland, Roseville, Sacramento, San Francisco, San



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Leandro, Santa Clara, Santa Rosa, Vallejo and Walnut Creek.

- Steward Led Sites: San Jose, Redwood City, Richmond and Vacaville. Please contact Wei-Ling Huber for specifics regarding Vacaville and Richmond at withuber@ifpte20.org and Fernando Echeverria for Redwood City and San Jose at fecheverria@ifpte20@org.
- **How to Sign Up: Please sign up ASAP to help with planning and food ordering. Your union representative is standing by to help coordinate your area!**

WHAT TO EXPECT FROM MANAGEMENT INTERACTIONS

- You do not need to tell your supervisor that you will not be reporting to work during the sympathy strike period. The union has given Kaiser a ten-day notice that it is going on strike, as required by federal labor law. Your supervisor may ask if you are going on strike. While you do not have to answer we recommend that you answer “Yes”; your answer must be truthful.
- Once the ten-day notice is given, it is Kaiser’s responsibility to reschedule procedures, hire temporary replacements, and make a plan to provide care and cover the workload.
 - If your manager asks you to take on extra work to prepare for the sympathy strike, contact your ESC representative for further directions.
- It is not lawful for managers to threaten, intimidate, coerce or harass members in an effort to stop them from sympathy striking. Further, Kaiser cannot retaliate against you for sympathy striking after the strike occurs. If you feel you have been harassed in any manner regarding the sympathy strike, please contact your labor representative and fill out this form:
 - [W KP Report Retaliation, Harassment and Intimidation.docx](#)



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WHAT TO EXPECT DURING THE SYMPATHY STRIKE

- Find your ESC Rep and Point Person to check in when you arrive on site.
- You are expected to peacefully walk in a single or double line, joining with Coalition brothers and sisters in marching and chanting.
- Use a sign provided by ESC and carry it while picketing.
- Try to stay on public sidewalks and property.
- Report threats of any nature to your ESC representative.
- Feel free to tell members of the public that we are on a SYMPATHY STRIKE.
- Parking will be limited as you cannot park on Kaiser premises during the sympathy strike. We recommend you carpool, Uber/Lyft, or have a family member or friend drop you off/pick you up.
- SEIU-UHW will most likely provide porta-potties to use but it is good to plan ahead for all possibilities. You will not be able to enter Kaiser facilities to use their restrooms.
- Check the weather and dress appropriately. Make sure to bring sunscreen, hats, water, comfy shoes, and a jacket as needed.
- COLOR UP! Please make sure to wear your ESC T-shirts!
- Bring your friends and family! All are welcome to join.
- If you are approached by the media during the sympathy strike, please direct them to a steward or the union representative staffing your location.
- Food will be provided. As mentioned previously, please sign up for your shift so we know how much food is needed.
- Unit Specific Questions:
 - If you are a CLS or MLT- On Wednesday, October 4 at 6:00 am, if you are working the night shift, you need to WALK OFF THE FLOOR at 6:00 am.
 - On Saturday, October 7 at 6:00 am please return back to work for your regular shift, even if your regular shift ends at 6:30. The work stoppage ends at 6:00 am!



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- If you are a HH member: If you normally have to hand in equipment within a certain time frame that would be covered under the sympathy strike, please send an email to your manager asking them for guidance on how to best handle that situation. Please get written confirmation of that directive.
- If you are an OD or GC/GCC: Follow the normal “out of office protocol”. Do not mention sympathy strike or reason for absence.

IMPORTANT LEGAL CONSIDERATIONS

- L20 Members cannot start picketing until 6 am sharp on Wednesday, October 4th, 2023. That means you are not allowed to pick up any signs, chant or give any appearance of action until 6:00 am.
 - If you start before 6:00 am, the activity would be unprotected and you could be fired.
 - PLEASE FOLLOW THE DIRECTIONS OF THE REPS AND STEWARDS!
- Stay in the designated picket area- do not enter the facility!
- Keep entrances clear. Do not attempt to block people or vehicles from coming and going.
- Don't leave any trash or debris when done.
- You are expected to behave in a manner befitting a member of this union. Refrain from damaging property or getting in heated confrontations Do not threaten anyone with physical harm or provoke an arrest. Don't call people names.
- Do not call out sick if you are NOT sick. If you are fraudulently calling out sick, you may be disciplined. If there is an actual emergency or issue regarding sick leave, you will need a doctor's note to be protected.
- Make sure to follow the specific HOURS and DATES outlined in the sympathy strike: 6:00 am on Wednesday, October 4th through 6:00 am on Saturday, October 7, 2023.
 - Show up to ALL scheduled work times not covered by the announced sympathy strike time frame.



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- Do not consider this a time to go on vacation! Don't leave town. You may be called back into work if the sympathy strike gets canceled. If the strike is called off you will be notified and given directions on when you are supposed to return to work. The Coalition leaders will define the terms of returning to work during the bargaining process.
 - Make sure you are checking your emails/texts on a regular basis during the sympathy strike for up to date information!
- If you are a new employee and have not signed a membership card, please contact your steward or the union at ESC@ifpte20.org. The strike includes all members of the bargaining unit and you have the right to strike.
- A reminder about why we are participating in a **sympathy strike** and not a primary strike. We cannot go on a primary strike because our contracts have not expired and we have a no-strike clause. Our contract does permit a sympathy strike. Members from L20 voted to go on a sympathy strike with SEIU-UHW, who filed an Unfair Labor Practice with the National Labor Relations Board. We are standing in solidarity with SEIU-UHW in protest against Kaiser's illegal behavior. The schedulers, EVS workers, lab assistants, medical assistants,

technicians, receptionists and others who are critical to ESC members being able to perform their jobs will be on strike. Our solidarity will send a strong message to Kaiser and ensure their success.

[COALITION RESOURCES](#)

For further information regarding National Bargaining and the Coalition, please visit:

<https://www.unioncoalition.org/>

[ESC STAFF PHOTOS](#)



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Siobhan Burke



Lauren Casey



Fernando Echeverria



Grant Hill



Cassandra Howard



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Nancy Ostrowski



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Nicole Teixeira



Jamie Thompson



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