How long will a strike last?
That very much depends whether manage-ment decides to show employees respect. The bargaining team must make a strategic decision which depends on our goals and our power to achieve those goals. A complete shutdown of certain facilities for just one day could be successful. If not, a multi-day or open-ended walkout may be more appropri-ate.

If we authorize a strike will we walk out right away?
A strike is serious business and requires preparation. In addition to organizing our coworkers, we’re reaching out to community allies and other supporters to ensure a successful strike action.

Can I be fired or retaliated against for striking?
No. The law protects workers who are ex-ercising their right to take legal, collective action.

What does strike authorization mean?
The strike authorization vote means mem-bers are giving the bargaining team the power and authority to call a strike when they feel the situation warrants it.

What will happen if I cross the picket line?
Can the union sanction me?
There is no provision for “sanctioning” members who cross the picket line. But you should consider how this will affect your relations with your coworkers if they are out and making sacrifices you will benefit from while you are making it more difficult for them to win.

Can we just call in sick on the day of the strike or take vacation time?
We encourage employees not to call in sick. Besides the fact that management is likely to look suspiciously at a sick day claim on the day of the strike or that you will not have time to get vacation approval for the day, a strike is not a day off. It is a different kind of workday, one to protect your job and your conditions. We will need everyone to show up and be on the picket line.

When we are on strike, do we lose pay for that time?
The employer will not pay wages while we are out on strike.

Will the union pay us while we are out on strike?
No, we are striking for justice and our future.

Can workers on probation go on strike?
All Contra Costa workers covered by the SEIU 1021 contract have the same right to strike. You are legally protected to participate in union activity and the County cannot retaliate against you for striking. However, it is important to note that workers on probation do not share all protections that workers out of probation enjoy.