

Human Resources Memorandum

SUBJECT: Notice of Potential Strike by SEIU Bargaining Unit Employees	NUMBER: HR 16-033
	DATE ISSUED: 11/29/2016
DISTRIBUTION: All CDFW Employees	EXPIRES: N/A

This memo only affects employees in SEIU Bargaining Units 1, 3, 4, 11, 14, 15, 17, 20 and 21. Employees represented by other unions or in other Bargaining Units should disregard this memo.

Department of Fish and Wildlife SEIU Bargaining Units 1, 3, 4, 11, 14, 15, 17, 20 and 21 Employees:

The purpose of this memo is to remind employees of their rights and obligations regarding picketing and job actions. Employees are permitted to participate in informational picketing when doing so on their own time (e.g., before or after work, or if you have been approved for leave.)

However, as a reminder, job actions such as work stoppages, strikes, or sickouts are expressly prohibited by every labor contract between the state and exclusive bargaining representatives. Although the MOU's for several bargaining units are presently expired, their no-strike clauses continue to exist pursuant to the provisions of the Government Code section 3517.8.

Fish and Wildlife employees who participate in an illegal job action, such as a work stoppage, strike, or sick out, may be subject to disciplinary action. The Department of Fish and Wildlife will review each job action on a case-by-case basis.

For more information, see CalHR's website for frequently asked questions regarding informational picketing, and job actions, at: <http://calhr.ca.gov/state-hr-professionals/Pages/strike-policy.aspx>.

If you have any questions, please contact your supervisor or Padma Linker (916) 653-1033, or Gavin Littles (916) 654-5090, of the CDFW Labor Relations Office.