

Human Resources Memorandum

SUBJECT: Notice of Potential Strike by SEIU Bargaining Unit Employees	NUMBER: HR 16-032
	DATE ISSUED: 11/29/2016
DISTRIBUTION: Managers and Supervisors	EXPIRES: N/A

As you may be aware, the Service Employees International Union, Local 1000 (SEIU), representing Bargaining Unit 1, 3, 4, 11, 14, 15, 17, 20, and 21 employees, provided notice of a strike by all SEIU bargaining unit employees to occur on Monday, December 5. SEIU also filed with the Public Employment Relations Board (PERB), an unfair practice charge alleging the state is bargaining in bad faith.

Employees may participate on their own time (e.g., before or after work, vacation, CTO, annual leave, etc.) in lawful informational picketing or rallies so long as such activities do not interfere with work and statutory functions or obligations of the state. For concerns related to picketing activity, managers and supervisors should seek further guidance from CDFW Labor Relations Office (see contact information below).

However, because the state and the union have not yet reached a final impasse in the collective bargaining process, job actions, such as sick-outs, work slowdowns and/or strikes, are not a protected activity and expressly violate the agreements between the state and the employee bargaining representatives. A protected activity is defined as the exercise of rights guaranteed by law, such as the employees right to join and participate in an employee organization. Employees should be reminded that job actions are an unprotected activity that could potentially subject the employee to disciplinary or other administrative action.

Please refer to the following links for informational guides for managers and supervisors that sets forth appropriate steps managers and supervisors should take in addressing a job action: <http://nrm.dfg.ca.gov/FileHandler.ashx?DocumentID=134717> and a potential sickout: <http://nrm.dfg.ca.gov/FileHandler.ashx?DocumentID=134718>. Please coordinate with the labor relations officer in planning your response to potential job actions.

If you have any questions or require assistance, please contact Padma Linker (916) 653-1033 or Gavin Littles (916) 654-5090, CDFW's Labor Relations Office.