

SAN JOSE STRIKE

FREQUENTLY ASKED QUESTIONS

AUGUST 9, 2023

Q: Where do we park?

Can I use the employee parking lots?

A: Carpooling and public transportation are always encouraged. We can park in the employee lots if they are available. There are also public parking garages available around City Hall. Airport parking will be reimbursed for those participating at that picket who can't park in employee parking. People with economic hardships can apply for reimbursement using the Strike Hardship Fund.

Q: What do I put on my timecard?

A: Leave it blank. The City has its own code for that. We have notified them of the strike so you are not expected to enter anything on the days of the strike. We do not need to do anything.

Q: Where can I get a Union shirt?

A: Shirts of all sizes will be available for free at each picket line.

Q: Is the strike paid?

A: No. We can't use any form of paid time off. The City should honor those PTO requests submitted before the announcement of the strike dates, but there are no guarantees.

Q: Will restrooms, chairs, shade, and other comfort and relief be available?

A: Yes. If you'd like to bring your own chair, please do so. We plan to march and picket a lot, but everyone should rest and rehydrate throughout the day. We will also have first aid available and do everything possible to accommodate disabilities so that everyone can participate in a way that works for them.

Q: Do I need to inform my supervisor I am participating?

A: No. The Union issued a strike notice which legally informed the City that we wouldn't be coming to work those days. There is no need to let your individual supervisor or manager know.

Q: Do I need to be there the whole time? I usually flex my schedule or have kid pick-ups/drop-offs.

A: Having huge picket lines demonstrates to the Mayor how serious we are. It also honors our commitment to each other and the community; if you have an urgent matter that can not be rescheduled, then yes, take care of that and then come to the line. Also, remember kids are welcome, and we plan to have activities and games for kids of all ages. All kids remember being on the picket lines with their parents for the rest of their lives.



STAFF  SAN JOSE

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Q: On shorter picket days, what happens after 2:00 PM? Do I go back to work?

A: You are free to leave the picket lines, but no, do not go back to work.

Q: Do I have to pay extra for my health benefits, or do I lose seniority?

A: No. Health insurance and seniority remain the same.

Q: Striking is going to be a significant economic hardship for me. Can the Union help?

A: We're striking because missing a few days' pay shouldn't be a hardship for us, but in many cases, it is. San Jose is the most expensive City in America, and many of us don't make enough wages. The Union is setting up a fund that already has more than \$200,000 committed to it. There may be staff who, for a multitude of reasons—a large family, family illness, lack of savings, health care and childcare needs, food, rent, utilities, and more – require some relief to ensure they can strike without undue hardship. There will be an application process that people can apply to for relief. A committee of elected Union officers will review all applications and help strikers as much as possible depending on the need and funds available. The fund will only be available to Union members who picketed for all three days. Our goal is to ensure everyone feels empowered to stand up for what is right without putting themselves or their families at undue risk—more info on this fund to come in the coming days.

Q: How will I know if I am deemed a “critical employee” and not allowed to strike?

A: The Union and City are working through this process this week to prepare for a possible strike. The Union and City will jointly notify people with that designation after a judge has made it.

Q: Can I work from home?

A: No. Do not work from home. That counts as crossing the picket line and prolongs our strike.

Q: Can I bring friends, family, kids, and pets?

A: Yes. Please do. We'll have fun.

Q: Can we be disciplined for participating in the strike?

A: No – no one can. Striking is your protected legal right. Under no circumstances, whether you be probationary, part-time, or retire-rehires – regardless of your position. You should feel empowered to participate without fear of retaliation or discipline.

Q: I have a pre-approved vacation, sick leave, or training. What should I do?

A: If you have pre-approved sick leave or vacation, please refrain from using it between the 15th and 17th. If you currently have vacation days scheduled during this period, we invite you to consider standing in solidarity by not utilizing those vacation days from the 15th through the 17th. Similarly, if you have training scheduled, reschedule it to support our collective efforts during this time.

Learn more at www.StaffUpSanJose.org/strike

