Sympathy Strike Vote: Frequently Asked Questions

When Is the Vote?
The vote will be held between September 3 and 16.

Who Can Vote?
All members in good standing are eligible to cast a ballot. If you are not a member and you would like to join the union, you may do so at the same time that you cast your ballot.

How do I cast my ballot?
Because of the diverse nature of our members and their work locations, we will be holding the election in various ways:

Worksite In-person: Voting will be done in-person for most ESC Local 20 members in the Lab, Optometry, and Genetics bargaining units (see voting schedule on reverse).

USPS: Home Health Therapists and other bargaining unit members in facilities of fewer than 4 people will vote by USPS ballot sent to home address on file.

At Union Hall: Any member may come to the main ESC Local 20 Union Hall at 810 Clay St., Oakland between 9am and 5pm.

Why does it matter if I vote?
Voting is an action that shows our commitment -- to our union democracy, to solidarity, to collective action. It also shows Kaiser Management that we are engaged, educated, and united in our union. A low turnout sends the message that we do not care about our brothers and sisters in other unions. Please make sure you take the time to make a plan and vote.

How can ESC Local 20 members go on strike when our contracts are still in effect?
Our contracts allow us to support another union's strike in sympathy. Our right to call for a sympathy strike is legally protected by the National Labor Relations Act (NLRA). We know Kaiser realizes this because they have proposed adding no sympathy strike language to two of our units' contracts; they wouldn't do that unless they knew we could take sympathy strike action.

Who can sympathy strike?
Probationary, on-call, per-diem, and part-time all have the legal right to participate in a sympathy strike just like regular full-time workers. Non-US citizens also have the legal right to participate in a sympathy strike.