

SEIU 503 Strike Pledge Frequently Asked Questions

Q: Why is our Union bargaining team asking us to sign a strike pledge?

A: Classified workers have told the bargaining team that they are fed up with low pay and lack of respect for the critical work we do for students. We need to demonstrate our determination and unity to move management's bargaining team on our priorities.

Q: What's the difference between a strike pledge and a strike vote?

A: The *Pledge* will show everyone how determined and unified classified workers are to fight for a great contract. *The Strike Vote* is a step that members take after our bargaining team hits a wall at negotiations. The vote is a critical step in actually going on strike.

Q: Does the strike pledge mean we are going on strike? Does this pledge mean I'm committing to go out on strike?

A: No. This strike pledge allows our union bargaining team to 'take the temperature' of co-workers. It is an action that shows management's team that we are serious about our bargaining demands – and not going to accept less than we are worth.

Q: I need more information about who can go on strike, what it would look like and how I am compensated if we go on strike.

A: This information is important for members to have as they're considering whether striking or voting for a strike. Our union has healthy strike and hardship funds to support members during any strike. We are still far away from a strike, though, and all that information will be available if our bargaining team decides they need to ask members for a strike vote to win a great contract.

Q: If they offer us a higher raise, are we still taking this Pledge?

A: Yes. The actions we've been taking as a union (signing our bargaining petition, rallying at OIT, UO, OSU, and PSU) have obviously had an impact on management decision-makers. They saw how united and serious we are about winning a great contract. Their current offer, though, still doesn't go far

enough – and many more bargaining priorities (like safe and healthy workplaces and keeping our union strong) are still not resolved.

Q: Does someone have to be a member to sign a strike pledge?

A: No. What we negotiate at the bargaining table affects ALL represented employees, and any SEIU-represented classified worker can sign the pledge to show the team you're behind them. That being said, management knows how many of us are members of the union, and they're making decisions about how much power they think our union has based on how many members there are. Any nonmember who signs the strike pledge should take the next step and [join the union](#) to show management we have strong support and unity around our bargaining demands. (Only union members in good standing may participate in a strike authorization vote.)

Q: What else can we do to avoid – or win – a strike?

A: Show management we are ready to do what it takes to win the contract we deserve, from petitions to Purple-Up Tuesdays to media stories, union members have been taking action to win the contract we need. We will continue taking public, political, and workplace actions. And now an outpouring of strike pledges will show how far we could go to win what we deserve. We need to show we can fight one day more than management. Help in your work (see next question).

Q: I want to help – what should I do?

A: [Sign the Strike Pledge](#). Talk to your coworkers about signing the pledge and, if they haven't already done so, [becoming a member of our union](#). And join the Contract Action Team to be notified of any future bargaining actions.