



## **SEIU 721 Work Action - FAQs for Employees**

April 25, 2025

The following FAQs provide Los Angeles County workforce members with information regarding the Labor Work Action called by Service Employees International Union (SEIU) Workforce Strike.

### **General Background**

#### **1. When will the strike take place?**

SEIU Local 721 (SEIU) has notified LA County that a strike is scheduled for Monday, April 28th at 7 p.m. and will end on Wednesday, April 30th at 6:59 p.m.

#### **2. Have negotiations ceased?**

The County and the union continue to engage in good-faith negotiations. The County is working toward reaching a labor agreement that is mutually agreeable to both sides.

### **Choosing Whether to Strike**

#### **3. May I strike?**

If you are a member of SEIU, then you are legally entitled to and may strike unless you perform work that is considered essential under the relevant legal standard. Such workers will be notified by their departments if they are required to work during the strike and may only participate in the strike on the days and times when they are not required to work (see FAQ #5 below for additional information).

#### **4. What happens if I want to work and not strike?**

Employees who wish to work during a strike may work and are not required to strike. Accordingly, employees can be reassigned as a result of prioritization of work so long as the reassignment is consistent with Department policies and procedures for assigning and allocating work. This may also include teleworking, if feasible.

#### **5. Is it possible that certain SEIU members in certain departments will be required to keep working despite the strike?**

Our role as a public service workers means that the County can request or negotiate a “line pass” for certain job classifications or individual workers, such as healthcare workers, so they can keep working in the event of a strike. Those Departments who fall under this “line pass” situation are working closely with CEO and SEIU to actively negotiate line passes for certain frontline workers. For employees identified and approved for a line pass, you will be notified by your union representative and respective Department Division Director prior to the strike days.

## Pay & Time Usage

### **6. Will I still get paid if I participate in the strike?**

While employees' right to strike is a legally protected activity, there will be no payment of wages in any form from the County for participating in a strike.

If employees choose to participate in the strike or do not show up to work their scheduled shift because of it, they will not be paid for the hours that they did not work. Their time will be coded as "028 - Unauthorized Absence Without Pay (UAWOP)." However, unlike other instances of UWOP, employees may not be disciplined for unauthorized absence related to strikes or work actions. Such time should be discounted from any attendance-related discipline that may later be imposed. There will be no impact on employee benefits for those employees who participate in the strike.

### **7. Can I use sick or vacation days to participate in the strike?**

Employees may not use sick days or vacation days to participate in a strike. If employees choose to participate in the strike or do not show up to work their scheduled shift because of it, they will not be paid for the hours that they did not work. Their time will be coded as "028 - Unauthorized Absence Without Pay (UAWOP)."

### **8. What if I call out sick on the day before or day of the strike?**

An employee who intends to work but is instead sick or taking care of a sick family member has the same right to use sick leave as they would under normal circumstances. However, if there is reason to suspect an employee is not being truthful and is abusing sick leave, the supervisor may request documentation. If you call out sick on strike days, be prepared to provide documentation, if requested, to your supervisor that your absence was related to your health condition or that of a sick family member.

## Reporting Responsibilities

### **9. What if I fail to call in and do not report to work on the strike days, but I am not striking?**

Employees not participating in the strike are required to meet their regular reporting responsibilities as provided in their departmental policies and guidelines. Employees who fail to report to work and fail to meet reporting responsibilities shall be coded UAWOP (028).

### **10. If I am striking all three days, do I need to call in each day?**

Employees who are participating in the strike are not required to call in each day. However, employees striking may inform their supervisor the first day of going on strike.

### **11. Can I strike in the office by refusing to perform my work duties and sitting quietly at my desk?**

Any employee who reports to work must perform their assigned duties.

**12. May I park at my workplace or any other County facility while taking part in the strike?**

County employees shall be permitted to park in designated employee parking lot/structure while participating in the work action/strike.

**For Non-Striking Employees**

**13. Who do I report to when I begin my shift if my supervisor is a represented member and will not be reporting to work during the strike days?**

Please report to the reporting manager within your chain-of-command. You can email them, sign-in when you arrive to your location, or send them a Teams message informing them that you are reporting for the day. You can resume reporting to your represented supervisor at the conclusion of the work action.

**14. Some of my fellow County employees may be striking, am I allowed to cross the picket lines?**

The County supports its employees' rights to engage in a strike action. While SEIU employees may strike, the rest of the County workforce is entitled to work, which includes being able to pass striking employees to enter County work facilities.