Low Pay?
No Say?
Stand Up
Fight Back!

SEIU Local 668
2589 Interstate Drive
Harrisburg, PA 17110

800.932.0368
or
717.657.7677

Visit us on the web:
www.seiu668.org

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www.facebook.com/local668

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www.twitter.com/seiu668
A Strike Is The Last Resort

No one wants a strike or lockout and seldomly does that occur. In fact, the collective bargaining process breaks down less than 2% of the time. Even when strikes do happen, work stoppages usually average less than three days lost for every four years worked. Sometimes, employers leave workers no other choice but to strike.

The benefits SEIU 668 members now have were won by workers with the will to fight for a fair contract.

When negotiations reach an impasse and members vote to strike, you must be prepared. SEIU 668 will be there with you, on the picket lines, lobbying legislators, contacting media, and helping to ease your financial burden.

The SEIU 668 Strike Policy and Procedures were developed and modified to assist members who engage in strike-related activities. SEIU recommends you organize a strike committee comprised of:

- an elected finance committee;
- a mobilization committee;
- a community service committee; and,
- a picket line committee.

The Key to a Successful Strike is to Start Preparing Early.

Members should be encouraged to:

- keep bills current;
- avoid credit purchases;
- stock up on food and medicine;
- know eligibility requirements, and prepare to apply for public/community assistance; and,
- save and conserve.

SEIU 668 Strike Emergency Fund Picket Pay Policy

The following is the SEIU 668 policy for utilization of the strike emergency fund in the event of a strike in either a local or state unit. The intent of payments from the strike emergency fund is to assist members who vote to go on strike. The payments to legal strikers who engage in strike-related activities as determined by the striking unit are as follows:

- Week 1 = $0.
- Week 2 and on = $150 (as long as strike emergency funds permit)

Should SEIU 668 receive contributions for the strike effort from SEIU 668 chapters, committees, or individuals, those monies will be placed in a separate account under the control of the statewide local. These monies will be allocated in accordance with the written wishes of the striking unit. All payments made will be by check from the statewide local and require two signatures.

This policy is in accordance with the motions adopted by the SEIU 668 Statewide Executive Board on March 19, 1999, as amended by the board motion on October 27, 2000 and the practices of the union.

Community Services Committee

The Community Services Committee will:

- contact food banks;
- notify government and community agencies so they can prepare to serve your members and their families; and,
- refer strikers to appropriate agencies.

Picket Line Committee

The SEIU 668 Picket Line Committee will:

- make a working phone tree of all shop members well in advance of a strike;
- set up a picket line schedule and provide it to all shop members prior to a strike;
- designate picket captains;
- maintain an accurate daily picket attendance log; and,
- record names, dates, and times of members who cross the picket line to work, since those who do so are sanctioned from union office for five years.

Budget/Finance Committee

The SEIU 668 Budget/Finance Committee will:

- assess members’ financial needs;
- be responsible for approving all strike expense reimbursements and signing (three signatures required) reimbursement forms for these expenses;
- forward all cash donations to SEIU 668 headquarters, which will be kept in a separate account; and,
- be responsible for implementing the SEIU 668 strike pay policy, utilizing the SEIU 668 Strike Emergency Fund.

Mobilization Committee

The SEIU 668 Mobilization Committee will:

- contact the media;
- call the AFL-CIO Central Labor Council and ask for help;
- let other unions know of the situation;
- inform political, religious and community leaders and allies of your struggle and difficulties; and,
- prepare materials for the picket line.