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# AN INJURY TO ONE OF US IS AN INJURY TO ALL OF US

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## What Is a Sympathy Strike?

A sympathy strike is an organized effort by one union to support a strike organized by a different union. **The MMBA gives public sector unions the right to engage in a sympathy strike, a right that can only be waived if a union's MOU contains a clause specifically preventing sympathy strikes**, according to a 2017 PERB decision (No. 2536-M).

Except for CIR, the AHS MOUs for the General, RN, and San Leandro Hospital units only contain general no-strike clauses. This means that all unions other than CIR maintain the right to sympathy strike as organizations, and you maintain the right to honor another union's picket line as an individual.

You can show your solidarity and support other unions' members during their strike by:

- Joining a picket line during non-duty hours
- Refusing to cross the picket line
- Wearing t-shirts showing your support for the union
- Providing food and refreshments for the striking workers

## Your Individual Right to Honor the Picket Line of Another Union

The right to strike is one of the most important tools a public sector union and its members have to fight for change and stand up to unfair labor practices. Sympathy strikes are an especially useful tool to show labor solidarity, which improves wages and working conditions for all workers.

**Public sector employees have an individual right to honor another union's strike and not cross a picket line**, even if their union's MOU contains a no-strike or sympathy strike clause, according to a 2018 San Francisco County Superior Court decision (PERB Decision No. 2609-I).

If you personally support another union's cause, don't be afraid to exercise your individual right to honor their picket line! **Employers cannot terminate your employment or otherwise retaliate against you for choosing to honor another union's picket line.**

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# WE'RE STRONGER TOGETHER

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