

## STRIKE FAQ

We have received several questions from employees about what may happen during a strike. Please see the following FAQs offered to provide clarity.

- 1. Since West Virginia is a Right to Work State, does this mean I have to continue to be a member of the Union to work at CHH?**
  - No. The West Virginia Right to Work Law specifically prohibits any requirement that a person become or remain a member of a labor organization as a condition of employment. All requirements to join the union or pay dues will end upon the expiration of the Union contract on November 2, 2021, at 11:59 pm. Thereafter, it will be your choice as to whether you wish to be a member of the Union.
  
- 2. Which employees have the right to strike on November 3?**
  - The Union's strike notice announces a strike and picketing by the bargaining unit members of the SEIU District 1199 Service Employees Bargaining Unit at CHH.
  - The Union's strike notice does not apply to members of the RN and Technical Units of SEIU District 1199 at CHH. Both the RN and Technical Unit contracts contain prohibitions on strikes and pickets during the term of these respective contracts. Therefore, any RN or Technical Unit employee who strikes or pickets to sympathize with the Service Employees Unit at CHH may be subject to discipline up to and including discharge from employment.
  
- 3. Is the Union still obligated to fairly represent me even if I resign from the union?**
  - Yes, and as a member of the bargaining unit, the union has a duty to fairly represent you.
  
- 4. Do I have to honor a picket line? What if I want to continue to work during the strike?**
  - All employees may choose to cross the picket line and continue to work during a strike, it is your personal choice. CHH will not tolerate any acts of threats, intimidation or harassment against those employees who choose to work during a strike.
  
- 5. If I am a probationary employee, do I have to honor a strike?**
  - No. Just like non-probationary employees, you have a protected right to strike, but you may cross the picket line and work as well.
  
- 6. Can the Union put me on trial and levy fines if I choose to work during a strike?**
  - If you are a union member, yes. Nonmembers of the Union are not subject to the Union's constitution and bylaws and cannot be fined or otherwise disciplined by the Union for working during a strike. Moreover, employees have a protected right to resign from the Union and refrain from striking.
  
- 7. May I face criminal penalties for crossing the picket line?**
  - Absolutely not. The Union has a right to fine its members who work during a strike or cross a picket line, and these fines may be collectable in state court. Such fines, however, represent a civil remedy and do not represent a criminal penalty.

- 8. If I have already signed an authorization card, can I stop the dues deduction whenever I want?**
- Yes, service unit employees can stop dues deduction at any time now that the Union contract has expired. RN and Tech unit employees may stop dues deduction only during the 15-day period immediately preceding the anniversary date that the card was signed.
- 9. How can I stop the dues deduction if that is what I choose to do?**
- You must file the Union written notice of your revocation. CHH also would need a notice afterwards.
- 10. Will CHH continue to provide health insurance benefits if I choose to work during a strike?**
- Yes. CHH will continue health insurance (and all other) benefits for all employees who choose to work during a strike.

If you have additional questions, please contact Emily Gaskins, CHH Human Resources, at [emily.gaskins@chhi.org](mailto:emily.gaskins@chhi.org) or 304.399.1558.