

Attention Riverside County Members (September 1, 2017)

Most of you have received a memo from Mike Stock, the County HR Director, as well as memos from your departments regarding the strike action that SEIU has planned for next Wednesday and Thursday.

As I have said repeatedly, next week's activities are not in any way associated with LIUNA or our current bargaining situation. And, according to SEIU, it is not even related to their own bargaining situation. Rather it is related to a specific Unfair Practice Charge related to safety concerns affecting some of their members. We have been extremely clear about this, which is what makes Stock's memo, as well as the other memos that the departments have issued, so wildly inappropriate.

Even though we are at impasse, our contract remains in full effect. Our MOU is very clear on the circumstances which allow management to require a physician's note from one of our members after an absence. You happening to be sick on days when another union is on strike is not one of those circumstances.

In this regard, our position is that next week is no different than any other week for our members. If you are sick, you should call in sick. If you call in sick and are seen engaging in activity inappropriate for someone claiming to be sick, you will be subject to discipline. That is the case 365 days a year, every year.

It is our position that requiring any LIUNA represented employee, not subject to the requirements of the Medical Certification Program, to provide a physician's note after an absence, is a violation of our contract.

We have notified the County of our position regarding this matter. If the memos are not retracted, and if, after an absence during the period of SEIU's strike, any member of ours is required, who would not otherwise be required to do so, to provide a physician's note, we will immediately file with PERB.

So, if you happen to be sick on Wednesday or Thursday of next week, and you are required to show a note from the physician, then please notify our office immediately.

Over the next couple of days I will be posting more about the impasse process and what we can expect in terms of the timeline of events, including strikes and other aggressive job actions.

This is all I'm going to post for today, except to wish all of you a peaceful and safe Labor Day weekend.

In Solidarity,

[Stephen Switzer, Business Manager](#)

PS: If you don't know what the Medical Certification Program is, then you are not on it.