

STATER BROS.



STRIKE FAQ



What is a strike?

A strike is when members vote to withhold their labor and do not report to work. Workers instead report to a picket line. A strike is a powerful tool for members to exercise and is always our last resort. Strikes are most effective when all employees in a struck location refuse to go to work.

What is an unfair labor practice (ULP)?

A ULP is when the company interferes with or discriminates against workers for their union activities. This violates federal labor law. Examples of a ULP include not allowing you to wear buttons, filming or keeping an eye on you at union actions, or otherwise retaliating against you for union activity. We have filed Unfair Labor Practice charges against Stater Bros. for allegedly unlawfully surveilling members that have been active in the contract campaign, interrogating workers at actions, threatening members, and retaliating against members for protected union activity. We contend that these actions by the company are unlawful and ultimately harming our ability to get a fair contract and by filing charges, we show we will not be intimidated by their threats.

What is an economic strike?

An economic strike is a work stoppage by workers seeking economic benefits such as wages, hours, or other working conditions. An economic strike happens when the employer, employees and their union are unable to reach a collective bargaining agreement and the most recent proposal on the table is unacceptable to employees.

How is an economic strike different from an unfair labor practice strike?

Striking to protest unfair labor practices (unlike an economic strike) means that workers can not be permanently replaced. In addition, workers can return to work without a contract being approved.

Would my job be protected while on an unfair labor practice strike?

Employees who strike to protest an unfair labor practice committed by their employer are called unfair labor practice strikers. When the strike ends, unfair labor practice strikers, absent serious misconduct on their part, are entitled to have their jobs back even if employees hired to do their work have to be discharged. (source: <https://www.nlr.gov/strikes>)

What will happen to members who cross the picket line if we go on strike?

Strikes are hard on everyone, but they're only effective when ALL the members remain united and demand the companies treat their employees with dignity and respect. When members cross the picket line they are letting the companies know the members are divided. Ultimately this will result in a weaker contract. The UFCW 1448 Executive Board has the authority to determine if and what actions may be taken against scabs.

Will the Teamsters support our strike?

Yes, we've met with the Teamsters and they've expressed their support for our members. As long as there is a physical picket line at a store and in front of the loading dock the Teamsters will not deliver their load.

What happens if members simply stay home? (Don't walk the picket line but don't go to work)

Again, strikes are most effective when ALL workers remain united and show the companies our power. When workers don't walk the picket line that sends a message to the company that we are not united and may result in a weaker contract. Our strength has always been in our connection to our customers, and if we're on strike, we need to make sure those customers shop at our other union locations until we return to work. By being on the picket line, you will be able to persuade your customers to shop at other union locations.