

Strike FAQs

Strike Basics

How long will the strike last?

It is the City's understanding that the memberships authorized a three-day strike.

When will the strike occur?

We have been notified that the strike will commence on Tuesday, August 15th at 6:00 a.m. through Friday, August 18th at 5:59 a.m.

Which bargaining unit(s) will be on strike?

Association of Engineers and Architects (AEA), Association of Maintenance Supervisory Personnel (AMSP), City Association of Management Personnel (CAMP), and the Municipal Employees' Federation (MEF).

What strike activities should we expect to see?

The City does not know exactly what types of activity will occur, nor where or when any activity will occur. Possible effects of a strike include: picketing, temporary facility closures, and/or delays in services.

Service Impacts

Will my City services will be impacted?

It is unclear at this time exactly what services, if any, may be impacted. The City will do all that it can to minimize the impacts to the community.

Should a strike commence, the City will endeavor to post a list of any services or facilities that are temporarily impacted.

Will my garbage be picked up if there is a strike?

Garbage and recycling services are provided by a contractor and would not be impacted by a strike.

I saw on the news that there are employees who work with Animal Care Services and Happy Hollow who are expected to strike. What will happen to the animals if employees are on strike?

The City will supplement with non-striking City employees and volunteers as needed to ensure that the animals continue to receive proper care.

Will the City temporarily replace striking workers during the strike?

The City will supplement with non-striking City employees and contractors where appropriate to minimize service disruptions and to maintain a continuity of services.

Miscellaneous Questions

Can't the City just increase its employees' wages so a strike doesn't happen?

The City believes that it has proposed fair wage increases and benefits enhancements, including wage increases of 5% in the first year, 4% in the second year, and 3% in the third year in addition to four weeks of paid parental leave and other benefit enhancements. More information regarding the City's proposals can be found here: [AEA](#), [AMSP](#), [CAMP](#), and [MEF](#).

Are employees paid while they are on strike?

No, striking employees are not compensated by the City while on strike. They will be using unpaid time and new vacation and sick leave requests will not be approved.

Are employees of the affected bargaining units required to strike, or can they continue working if they so choose?

No, employees are not required to strike. Employees represented by a bargaining unit that is on strike can choose to work or may participate in the strike.

Why are some unions on strike but some are not?

Seven of the City's twelve bargaining units had contracts that were scheduled to expire on June 30, 2023.

The City began negotiating with each union earlier this year and settled agreements with three. A fourth union whose contract was scheduled to expire in 2024 agreed to a contract extension as well.

Four bargaining units did not reach agreement with the City over new contracts, and so once their prior contracts expired, they were able to strike.

The other eight unions who have current contracts with the City are unable to go on strike.

Where can I find updates on the negotiations between the City and the striking unions?

<https://www.sanjoseca.gov/strikeinfo>

Who can I contact with additional questions about the strike?

Please submit questions to the Office of Employee Relations at employee.relations@sanjoseca.gov.

Are employees that are not represented by the striking union going to strike as well?

No, employees of other bargaining units are not permitted to engage in “sympathy strikes” and the services that they provide will not be impacted.

Can striking employees block access to City facilities or services? What should I do if my access to a facility is blocked?

Generally speaking, picketing is permissible in publicly accessible areas of City facilities, though City services should not be impeded and entrances and exits to City facilities should not be blocked.

If access to City facilities or services is impeded, please contact the Office of Employee Relations at employee.relations@sanjoseca.gov.

Am I still able to visit the City Hall in-person for my appointments with City staff during the strike?

Yes, City Hall remains open Monday through Friday, 8:00 a.m. to 5:00 p.m.

Is the City still hiring employees during the strike?

Yes, we are still hiring. Please visit the Human Resources Department’s website for additional information regarding [current recruitments](#), [job descriptions](#), and [benefits](#) offered to City employees.